

## Action Timeline-2016 to Present

Austin College continues the tradition of intentional reflection that leads to action that welcomes and supports all people.

# **Established Inclusion and Diversity Task Force**

### **Spring 2016**

The Task Force took initial steps to survey the Austin College community and assess the collected data to make recommendations to the Senior Leadership Team.

# **Established President's Inclusion & Diversity Committee**

#### Fall 2017

Works with President Steven O'Day to make recommendations that support an inclusive, diverse campus culture and curriculum. The Committee evolved from the Diversity and Inclusion Task Force.

## **Diversified Hiring Practice**

## January 2019

Raised the diversity among staff and faculty by using non-discriminatory practices to hire under-represented people, such as: people of color, immigrants, LGBTQ+community members, people with disabilities, and those who were first-generation college students.

# **Expanded the Curriculum to Include Diversity Requirements**

#### Fall 2019

Compass Curriculum requires at least one course each in Global Diversity and in Systems of Power, Privilege, and Inequality, which are met in a variety of courses taught across disciplines.

## **Expanded Title IX Training**

## May 2020

Trained the Title IX Coordinator, Deputy Coordinator/ Compliance Officer, and all employees on new Title IX policies from U.S. Department of Education using web videos, interactive sessions, and workshops.

## Committed to a Diverse Alumni Board Membership

## June 2020

Alumni Board renewed its commitment to intentionally nominate and approve Alumni Board candidates who raise the diversity of the board.

## **Strengthened New Student Orientation Resources**

## Fall 2020

Campus Orientation programming strengthened to include resources and support regarding anti-harassment, anti-discrimination, misconduct, and reporting processes.

## **Continued to Improve Anti-Discrimination and Anti-Harassment Policies**

## Fall 2020

Based on Fifth Circuit case law and EEOC expectations, the College has updated policies about how to report a problem, what to expect, who gives support, and how discrimination and harassment complaints are resolved.

# **Implemented Employee Title IX Training**

#### **Summer 2017**

Mandatory employee training to understand Title IX expectations about anti-discrimination, harassment, misconduct, reporting processes, and how to receive support.

## Revamped Title IX Staffing and Policies

#### **Spring 2018**

Reviewed, revised and updated the College's existing Title IX policy resulting in Title IX staff increase, policy updates, and extensive training across campus.

## **Re-Imagined New Student Orientation**

#### Fall 2019

Re-imagined campus orientation to include first-year cohort groups for people of color, first-generation college students, and queer students to build community with current students, faculty, and staff from the same cohort.

## Committed to Diversifying Board of Trustees Membership

## May 2020

Board of Trustees renewed its commitment to intentionally nominate and approve Trustee candidates who raise the diversity of the board.

# **Launched a New Division for Communication**

## May 2020

Institutional Marketing & Communications (IMC) strategically delivers consistent branding and messaging with particular attention to inclusion and diversity.

## **Added Director of Student Success** and Transitions Position

## **July 2020**

The position is dedicated to developing individualized assistance to all students, and is especially meaningful to first-generation students or others who are struggling academically, socially, or with their overall well-being.

## Added Inclusion and Diversity Requirements for Faculty Hiring

## Fall 2020

The Academic Affairs Committee researched and developed policies consistent with non-discrimination laws to promote the representation of underrepresented groups among the faculty. These include a hiring-for-diversity checklist and information about barriers to faculty diversity. Parts of the checklist were initiated in fall 2020. All faculty searches will follow all of the guidelines starting in fall 2021.

## Allyship Training for Senior Leadership, Faculty & Staff

## **Spring 2021**

The Johnson Center will sponsor Learning Communities to cover anti-racist allyship using common reads, such as *So You Want to Talk About Race* by Ijeoma Oluo.