

# Achieving Equity, Diversity, and Inclusion at FSU

UCDEI Priorities Plan Using AASCU 10-pt Plan  
to Create Racial Justice as a Template

# Background

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- Campus Climate Survey
- FSU Focus Groups
- 10-Pt. Plan



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# Campus Climate Survey

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Administered in Fall/Winter 427 Respondents.

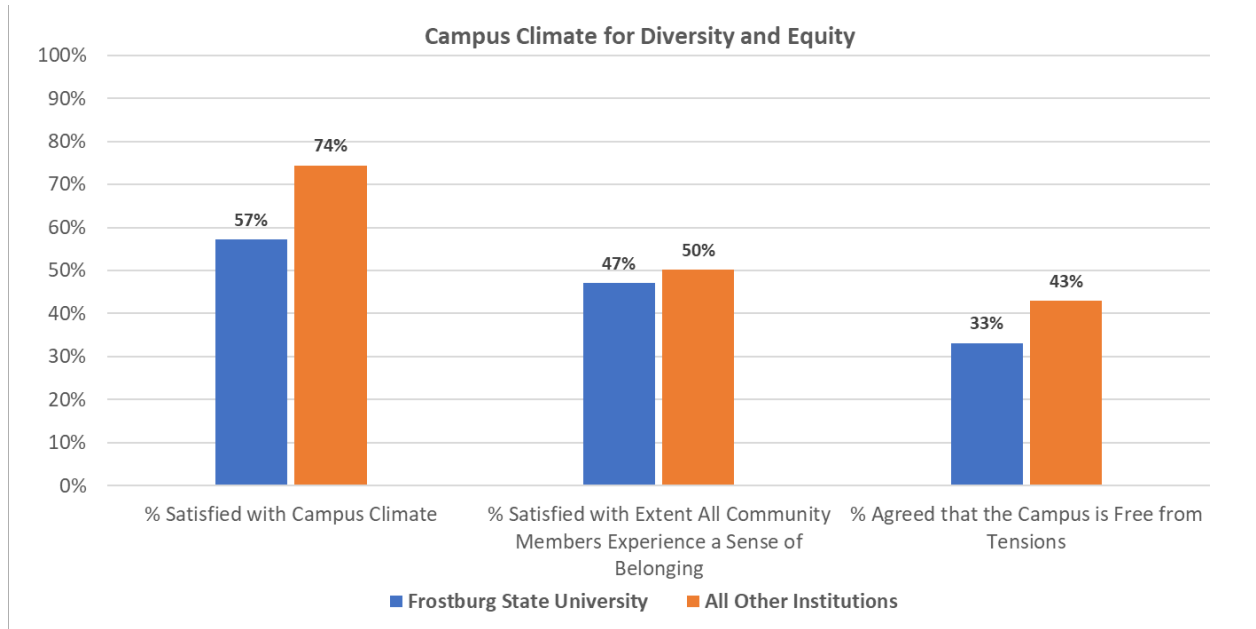
Recurring Themes include:

- The resistance to change on campus, particularly among faculty and staff
- The number of students expressing non-inclusive interactions with faculty and staff
- Continued reports of students feeling unsupported and unappreciative in the local community.

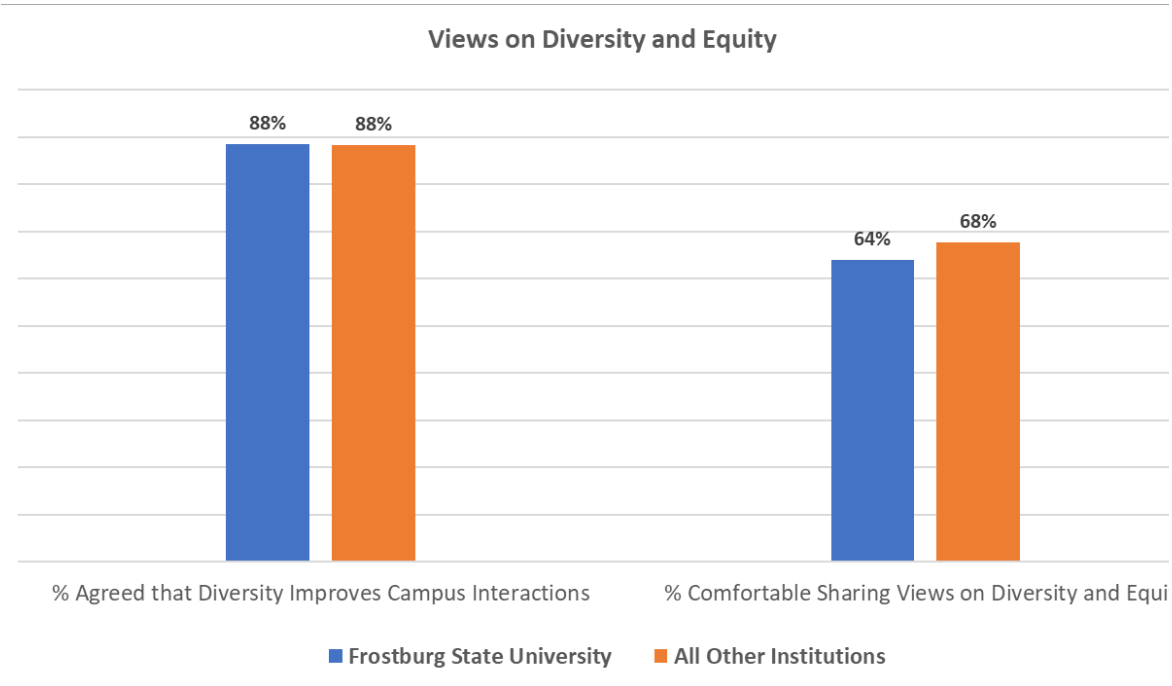


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# Campus Climate Survey Comparisons



# Campus Climate Survey Comparisons



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# Virtual Focus Groups

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## Themes:

- Lack of communication about DEI initiatives on campus
- Desire for more staff support and resources
- Need to engage a larger percentage of the campus community by normalizing people outside of the affected groups participating in these dialogues
- Encourage stronger connections and dialogue with the regional community

# 10-pt Plan to Create Racial Justice – Point 1

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## Acknowledge the Past and Revisit the History of Institutional Racism

# Point 1 – Existing or in Process

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- Brownsville Monument
- Ort Library Brownsville collection
- Bernard Wynder Legacy Fund



# Point 1 – Action Priorities

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- More Brownsville research, archive in Ort.
- Discussion of impact state segregation pre-Brown v. Bd. of Ed. – no black students allowed at Frostburg before then.
- Oral history project about desegregation efforts with arrival of Atkinsons
- The Campus Climate Subcommittee suggests the promotion of activities sponsored by the University aimed at addressing issues within the local community. This would be a concerted effort to utilize the University’s platform within the community as a hub for events focused on fostering greater awareness and change for the surrounding community.



# Point 1 – Action Priorities cont.

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- Name of the multicultural center meeting rooms should capture the history of the Brownsville community.
- Display artwork, on the interior and exterior of the multicultural center, that captures the history of the Brownsville community.
- The artwork should translate the history of the Brownsville community.
- Development of a Land Acknowledgement Statement for the FSU Campus

# 10-pt Plan to Create Racial Justice – Point 2

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## Lift Minoritized Voices

# Point 2 – Existing or in Process

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- Campus Climate Survey
- Dr. Travis' faculty/staff group
- Active student groups
- President's Leadership Circle – goal is to have minority students have a voice
- Forums, closer relationship between students and staff, esp. the president
- Working with Dr. Travis, Robert Cooper to build those
- Communication Work Group must help spread the word on the projects and events



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## Point 2 – Action Priorities

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- Identify and publish actions planned based on CC survey results
- The Campus Climate Subcommittee suggests that data provided by the CC survey be utilized in order to form focus groups which can help drive UCDEI initiatives.
- Multi-Cultural Center must be a voice for ALL groups

Building must be a tool where ALL voices are heard, “Sharing the voices of the past, present and future.”



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# 10-pt Plan to Create Racial Justice – Point 3

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## Address Racism in the Campus Culture

# Point 3 – Existing or in Process

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- Campus Climate Survey
- LinkedIn webinars required for the PMP period
- Student Affairs microaggression/implicit bias workshop – more in future?

# Point 3 – Action Priorities

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- Review data from existing plans. Highlight where things are being missed.
- Take a second look at “we tried that. It didn’t work” responses.
- Build action steps based on Campus Climate Survey.
- HR\_ How are bias complaints addressed in PMP/evaluation process? Are they? Should PMP process reflect bias issues.
- Student services: Students whose families don’t speak English – how is university accommodating those families?



# Point 3 – Action Priorities cont.

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- Technology, staffing
- Workshops for faculty during the semester
- NCBI leadership training every 2-3 years to ensure a sufficiently staffed team.
- Provide better training for faculty on required accommodations for student disabilities

# 10-pt Plan to Create Racial Justice – Point 4

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## Critically Examine Student Conduct & Discipline Data

# Point 4 – Existing or In Process

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- Existing or In Process were not noted on this point

# Point 4 – Action Priorities

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- Look at data for all of those items, highlight areas of concern, action plans
- Bias training for those making conduct referrals, reporting to police to raise their awareness.
- Create a hate/bias response team.

# 10-pt Plan to Create Racial Justice – Point 5

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## Address Racism in Campus Policing

# Point 5 – Existing or In Process

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- Existing or In Process were not noted on this point

# Point 5 – Action Priorities

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- Encourage alumni to join FSUPD
- Professional development (above what is occurring)

# 10-pt Plan to Create Racial Justice – Point 6

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## Devise a Comprehensive Strategy for Addressing Racism



# Point 6 – Existing or In Process

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- UCDEI
- Strategic themes from Strategic Plan: The Student Experience
- This theme addresses topics including the quality of student life; student life experience; student retention; opportunities for engagement in co-curricular and extra-curricular activities; and cultural competence, diversity, and inclusion.
- Organizational Culture
- This theme addresses topics including internal connections, communication, and collaboration; campus community climate; institutional values such as commitment to shared governance, diversity, respect for others, and morale.
- Action Items 5/6 in Strat. Plan



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# Point 6 – Action Priorities

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- Find ways for UCDEI and other work to be part of duties, not an add-on
- Be more direct in mission, vision, and core values.
- Add anti-racism as an action item in Strategic Plan
- Professional Development should always include DEI, anti-racism options
- Promote the Center as a place for engagement for ALL groups to experience cultural competence

# 10-pt Plan to Create Racial Justice – Point 7

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## Establish a Black Resource Center

# Point 7 – Existing or In Process

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- Existing or In Process were not noted on this point

# Point 7 – Action Priorities

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- Build a trove of resources
- Develop plan for sharing/communicating histories, student organizations, student/faculty/staff artistic expression
- A Black Resource Center must be included in the design of the building (Significant focus in the direction of the center)

# 10-pt Plan to Create Racial Justice – Point 8

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**Disaggregate Student Success Data to  
Reveal Hidden Patterns of Racial Inequity**

# Point 8 – Existing or In Process

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- Existing or In Process were not noted on this point

# Point 8 – Action Priorities

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- External review of this data?



# 10-pt Plan to Create Racial Justice – Point 9

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**Engage in Intrusive Outreach to Students of Color  
When Racist Incidents Occur**

# Point 9 – Existing or In Process

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- Choose Civility/Dialogues efforts

# Point 9 – Action Priorities

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- Intrusive efforts at Campus-Community communication/learning
- Make this one part of Multicultural Center mission
- Develop procedures for investigating and responding
- The Center must be identified as a SAFE place for reporting racist comments

# 10-pt Plan to Create Racial Justice – Point 10

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## Build a Culture of Commitment to Eliminating Racism



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# Point 10 – Existing or In Process

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- One-book plans
- NCBI/LinkedIn Learning/other training

# Point 10 – Action Priorities

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- Include trainings in PMP requirements
- There must be ongoing investment of resources to the center
- The university must demonstrate institutional commitment to the center

# Next Steps

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- Publish Campus Survey results
- Publicize UCDEI's work with 10-pt. Plan
- Rank priorities
- Develop a timeline for implementation
- Provide more focus group opportunities to attract a broader audience