Introduction

Will Johnson, associate dean of student/director of student diversity programs and Dr. Danke Li, associate professor of history served as the Council’s co-chairs. The members of the Council were:

- Dr. Beth Boquet, associate vice president for academic affairs
- Dr. Jocelyn Boryczka, assistant professor, College of Arts and Sciences
- Janet Canepa, director of alumni relations
- Rev. George Collins, S.J., director of campus ministry
- Maria Curesky, operations assistant, human resources
- Judy Dobai, vice president for enrollment management
- Jordan Freeman ’13, undergraduate student
- Mr. Mark Guglielmoni, director of human resources
- Rev. Paul Holland, S.J., rector of the Jesuit community
- Mr. William Johnson, associate dean of students/director of student diversity programs
- Dr. Virginia Kelly, associate profession, Graduate School of Education and Allied Professions
- Dr. Danke Li, associate professor, College of Arts and Sciences
- Kara Lucy, graduate student
- Christina McGowan, assistant university librarian
- Jasmine Mickey ’12, undergraduate student
- Ms. Rama Sudhakar, vice president for marketing and communications
- Dr. Ellen Umansky, professor, College of Arts and Sciences and director of Carl and Dorothy Bennett Center
- Dr. Wook-Sung Yoo, associate professor, School of Engineering

Process and Organization

This year’s Council convened for the first time in January 2012. As in previous years, Council’s time between January and May was spent brainstorming, meeting with various university constituents, reviewing data, and assessing current structures and the general climate of the campus. Consistent with his charge to the Council, the President also asked the Council to work with the Marketing and Communication division to review and make recommendations on the format of future campus conversations on diversity. During the January meeting, Father von Arx restated his vision for diversity and inclusiveness at Fairfield and the role that the Council plays in achieving this mark. In line with discussions Father von Arx had with the Council in the spring of 2012, he charged the vice presidents with the reporting of divisional diversity efforts and outcomes as part of the annual report process.

Melissa, Quan, associate director of the Center for Faith and Public Life and director of service learning also joined the Council for a conversation about the intersection of service learning and diversity.

In May, Vice President for Student Affairs Dr. Tom Pellegrino met with the Council to provide an update on the development of the Bias Response Initiative previously recommended by the Council. Ophelie Rowe-Allen, director of residence life, and Peter Carlson, human resource administrator, will serve as co-chairs for the Initiative.
Rama Sudhakar, Council member and vice president for marketing and communications, provided an update to members on the progress of the implementation of university-wide strategic conversations on diversity, the second of which occurred in October, 2012. The university-wide strategic conversations on diversity will be permanent events on campus. The university’s website on diversity has also been updated and enhanced.

The Council also engaged the Academic Council in conversation about the state of the U.S. and world diversity course requirement. Dr. Rona Preli (Academic Council), Dr. Eric Melants (world diversity), and Nikki Wingate (U.S. diversity) shared with the Council how this course requirement is working to promote diversity and inclusivity at Fairfield.

The Council revisited the previous year’s work with regards to the institutional statement on diversity. It had been suggested that we consider revising the statement. After reviewing the suggested changes, the Council presented the President with a slightly modified statement which was well received and approved in May 2012. The new statement reads:

Diversity Vision Statement

As a Jesuit and Catholic institution, Fairfield University’s commitment to the God –given dignity of the human person requires that we create an environment that promotes justice and fosters a deep understanding of human and cultural diversity. Fairfield is committed to encouraging dialogue among those with differing points of view in order to realize an integral understanding of what it means to be human. The University recognizes that transcending the nation’s political and social divisions is a matter of valuing diversity and learning respect for individuals, in their similarities and their differences. Fairfield will continue to integrate diversity in all facets of University life – academic, administrative, social, and spiritual – as together, the community seeks to realize a vision of common good that is rooted in genuine human solidarity.

Fairfield University defines diversity in the broadest sense, reflecting its commitment to creating a more inclusive community that is reflective of the richly diverse global community of which we are part. Diversity encompasses not only racial, ethnic, and religious diversity, but also diversity of socioeconomic contexts, cultural perspectives, national origins, sexual orientation, gender identity, age, physical ability, and educational backgrounds.

The Council’s charge for 2012 was:

- To consider the evolving impact of diversity on and within the Fairfield University culture, and to recommend programs, colloquia, or forums in which University community members (students, faculty, and staff) can participate and engage in discussions about how diversity impacts and what diversity requires of them.

Following the model developed in 2011, the Council was divided into three workgroups that were tasked with deeper exploration of the charge presented by the President and developing recommendations or proposals to be considered by the President. The three workgroups formed were:

- Institutional Commitment
- Alumni Engagement
- Living and Learning
**Institutional Commitment**

The workgroup conducted a review of institutional diversity leadership structures. This review included Fairfield University as well as select Jesuit universities and regional college peers. The primary goal for these reviews was to identify best practices and current trends with respect to organizational leadership regarding diversity.

**Alumni Engagement**

This workgroup aimed to develop ways in which we better engage alumni in our work on diversity. Alumni care a great deal about the future of the University with respect to diversity and possess a great deal of experience in diverse workplaces and within the global economy. The workgroup should make recommendations aimed at bringing them further into the conversation about diversity at Fairfield in order to benefit from their experience and support.

**Living and Learning**

The workgroup sought to gather information on the intersection between diversity and the promotion of living and learning as outlined in the University’s strategic plan. This would be accomplished through conversation with the leadership of residential colleges and other student-centered, learning communities on-campus.

**Recommendations**

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<th>A. Hire director for institutional diversity initiatives.</th>
<th>Status: Pending further evaluation of feasibility</th>
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**Rationale:**
In order to effectively move of institutional demands with respect to diversity forward, we are in need of a point person who is able to dedicate his or her time almost exclusively to this effort. Whereas collective efforts to promote diversity on campus are worthwhile, having someone to coordinate these institution-wide efforts would allow us to make greater progress towards our goals.

**Method for Assessing Impact:**
- Improved planning with respect to university diversity goals
- Greater institutional collaboration on diversity initiatives
- Increased number of diversity related programs implemented

**Responsible party(s) for Implementation:**
- Office of the President

**Potential/anticipated cost:**
- $90,000 per “Median Salaries of Senior College Administrators” in The Chronicle of Higher Education

**Timeline/target date for Implementation:**
- Spring 2014
B. Keep abreast of best practices in higher education with respect to diversity by sending institutional delegations to national conferences.  

**Status: Approved**

**Rationale:**
There are a number of conferences and workshops offered nationally that bring together college and university personnel with experience, interest, and professional responsibilities related to diversity. Fairfield would benefit from the networking and sharing of information that is a part these programs. These programs include:

- National Conference on Race and Ethnicity in American Higher Education
- Association of American Colleges and Universities Diversity and Learning Conference
- Association for Jesuit Colleges and Universities Conference on Multicultural Affairs
- National Association of Diversity Officers in Higher Education Annual Conference

**Method for Assessing Impact:**
- Further implementation of best practices regarding diversity
- Development of new diversity initiatives

**Responsible party(s) for Implementation:**
- President
- Academic deans
- Vice Presidents

**Potential/anticipated cost:**
- $10,000

**Timeline/target date for Implementation:**
- Fall 2013

C. Alumni Summit on Diversity  

**Status: Approved**

**Rationale:**
Fairfield University is committed to maintaining a diverse and multicultural community in which the dignity and worth of each of its members is respected. Alumni Summit on Diversity program will provide alumni with an opportunity to claim ownership of and to provide guidance, share ideas to enhance the University’s efforts in reaching diverse population on campus. This program will provide opportunities for alumni to connect with current students and for them to better understand what we have done, what we need to do, and what they can do to promote diversity on campus. Alumni will be organized and invited to participate in an annual Alumni Summit on Diversity in order to celebrate the University’s achievements and to contribute their talents and resources to the creation of a more inclusive culture on campus. The summit will be an annual event, inviting alumni to contribute themes and ideas for each year’s activities.

**Method for Assessing Impact:**
- Pre and post-event survey
- On-going campus climate evaluation

**Responsible party(s) for Implementation:**
- Office of Alumni Relations

**Potential/anticipated cost:**
- Event/room set-up
Copies of survey forms  
Food/refreshments

Timeline/target date for implementation:

- Fall 2013

D. Create a centralized list of activities focused on diversity for the Office of Alumni Relations  

| Status: Approved |

Rationale:
To better engage alumni in diversity on campus, it is important to create a centralized list of activities taking place at the University. The Office of Alumni Relations will use this list in its efforts to engage alumni in diversity related activities, especially the events that could involve our AHANA, LGBTQ, and international alumni.

Recommended Program:
Create a robust calendar of events with clearly marked diversity related activities on campus and post the calendar online to inform and invite alumni and the members of the university community to plan their involvement accordingly.

- Based on the calendar, the Office of Alumni Relations will plan its annual events and actively engage alumni in the diversity related activities and events.

Method for assessing impact:
- Pre-and post-event survey
- Annual campus climate survey

Responsible party(s):
- Office of Conference and Event Management
- Office of Alumni Relations

Potential/anticipated cost:
- Office of Conference and Event Management should be able to absorb the cost

Timeline/target date for Implementation:
- Fall 2013

E. Expand mentoring opportunities for AHANA, LGBTQ, and international alumni  

| Status: Approved |

Rationale:
Alumni are presently mentors in the sophomore residential colleges. This new mentoring program will enable AHANA, LGBTQ and international alumni to interact with students and contribute to the creation of a more inclusive campus culture that respects AHANA, LGBTQ, and international students as integral members of Fairfield community.

- Systematically engaging AHANA, LGBTQ and international alumni with student activities on campus and establishing a sustainable relationship between AHANA, LGBTQ and international alumni and student groups.
- Systematically utilizing this group of alumni’s connections and resources to provide college and post-college careers guidance to AHANA, LGBTQ and international students and beyond.
- Connecting alumni interaction with the abovementioned student groups with targeted capital campaigns to better support these student groups’ activities on campus.
• Documenting the interaction and including it into annual campus climate survey and diversity assessment.

**Recommended Program:**
Engaging AHANA, LGBTQ, and international alumni into annual Horizons for Admitted AHANA student, and Cura Personalis programs as well the LGBTQ Month and International student events on campus
  • Engaging alumni in these programs and events will show the University’s commitment to diversity and providing alumni and the student group with concrete connections to the building of an inclusive culture on campus

**Responsible party(s) for Implementation:**
  • Office of the President
  • Vice President for Administration
  • Office of Alumni Relations

**Method for Assessing Impact:**
  • Pre and post-event survey
  • On-going campus climate evaluation

**Timeline/target date for implementation:**
  • Fall 2013

**Potential/anticipated cost:**
  • Event/room set-up
  • Copies of survey forms

**Recommended Program:**
Alumni engagement in Career Fair for AHANA, LGBTQ and International students:
  • This program will enable AHANA, LGBTQ, and international alumni to provide career and life guidance to students and to strengthen the University’s commitment to doing diversity.

**Method for Assessing Impact:**
  • Post-event survey
  • Reporting out to PIDC

**Responsible party(s):**
  • Career Office
  • Office of Alumni Relations
  • Student Affairs

**Potential/anticipated cost:**
  • Event set-up
  • Copies of survey forms

**Timeline/target date for implementation:**
  • Spring 2013
F. Ensure alumni diversity representation on all university boards

**Rationale:**
University boards play an important role in supporting the University’s and various divisions’ strategic plans and overall educational goals. To strengthen the University’s commitment to and alumni’s engagement in diversity on campus, it is important to ensure alumni diversity representation on all university boards (Board of Trustees, Alumni Association Board of Directors, College of Arts and Sciences Advisory Board, School of Engineering Advisory Board, School of Nursing Advisory Board, School of Business Advisory Council, GSEAP Advisory Board, Center for Faith and Public Life Advisory Board, Advancement Advisory Board). All university boards should carefully review their membership and annual activities and consciously include diversity representation in their board membership, agenda, and goals into their plans and practices. Diversity representation should become permanent requirement for all university boards.

**Method for assessing impact:**
- Including diversity representation on board as part of the annual report of each division to the President which will be shared with the PIDC

**Responsible party(s):**
- Office of the President
- Vice Presidents
- Deans
- Directors

**Potential/anticipated cost:**
- None

**Timeline/target date for implementation:**
- Fall 2013

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**Future Plans/Opportunities/Recommendations/Charge**

In the coming year, the Council may:

- Review and assess the results of campus climate survey for employees (2011) and student diversity survey (2009)
- Reach out to different constituencies to learn more about initiatives taking place on campus pertaining to diversity and inclusivity
- Consider additional training opportunities on diversity and inclusion for members of the university community

Potential opportunities for the Council to consider include:

- Greater involvement from non-Council members in workgroups/committees

The Council’s charge for 2013 is:

- To research and recommend a regular and institutionalized process by which the University can assess campus climate as it relates to diversity. In executing its charge, the Council will review tools previously and/or currently used to assess campus climate. The Council will
recommend new or additional methods that assess the campus climate as it impacts students, employees, and programs (academic and otherwise). Additionally, the Council will assess recent and current data and use it to inform the development of future recommendations and university initiatives.

Kamala Kiem, assistant dean of students/director of student programs and leadership development, was appointed by Father von Arx to replace Will Johnson as co-chair beginning in January 2013.

Submitted by Will Johnson, associate dean of students/director, student diversity program and Dr. Danke Li, associate professor of history – co-chairs.

Date Submitted: February, 2013