

# 2016-17 Annual Report

## Diversity and Equity

Committee membership and those regularly attending:

Alexius Burton	Sarah Fears	Jana Grimes
Claire Haffield	Amy Haug	Alan Hill
Jarrold Hunt	Jeanette Johnson-Licon	Carrie Klaus
Renee Madison	Heidi Albin Menzel	Kathryn Milis
Veronica Pejril	Mark Rabideau	Amarilis Roman
Katherine Smanik	Juliann Smith	Alicia Suarez

In an effort to fulfill the committee's function outlined in the Academic Handbook, the group met with key campus area representatives to have conversations regarding successes and challenges related to the implementation of the five-year diversity plan, to learn about other innovations and efforts made to help foster diversity and inclusion across the campus community and to offer advice regarding concerns.

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## 2016-2017 Update

### Building an Inclusive Community DePauw University Campus Plan 2016-2021

#### Dashboard Assessment

The DePauw Experience				
Students				
	Initiative		Responsible Party	Timeline
Recruitment	Explore and implement methods to meet full demonstrated financial need		*Admissions Academic Affairs Business and Finance Development University Strategic Planning Committee	During 2016-2017
	Evaluate and modify multicultural recruitment process and experience and increase geographic diversity		Admissions	During 2016-2017
	Conduct annual diversity, equity, and inclusion training for Admissions staff		Admissions	
Retention	Incorporate diversity and inclusion and cultural competency in First-Year Orientation and Sophomore Institute programs		Student Life Academic Life Hubbard Center	During 2016-2017
	Refine and deliver exit interviews		Student Life Academic Life	
Student Engagement	Identify alternative ways to enhance social opportunities and cross-organizational programming/events		Student Life	During 2016-2017
	Develop...		Student Life	During 2016-2017

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	<b>Initiative</b>		<b>Responsible Party</b>	<b>Timeline</b>
Website	Rebuild University website to clearly state mission and vision of the University		*University Communications Web Team	During 2016-2018
Communications	Conduct best practices assessment of internal communications and draft plan to identify internal and external communications strategies		University Communications	During 2016-2017
	Administer survey on external communications preferences and conduct benchmarking and/or best practices assessment for external communications		University Communications Alumni Engagement	During 2016-2017
Calendar	Create working groups to address overscheduling and duplicity of University and student organization events and to consider opportunities to create calendar of events that is accessible to all DePauw community members and the wider Greencastle community		Academic Affairs Student Life	During 2016-2017
<b>Promoting Learning and Community</b>				
	<b>Initiative</b>		<b>Responsible Party</b>	<b>Timeline</b>
Community Engagement	Explore opportunities for partnering with local business leaders and organizations for activities that mutually engage DePauw and the surrounding community		Business and Finance Human Resources University Strategic Planning Committee	During 2016-2017
	Explore incentivizing engagement in local community and school functions with measurable and positive impact on reviews		Business and Finance Human Resources University Strategic Planning Committee	During 2016-2017
Community Safety	Request establishment of local safety council in partnership with Mayor of Greencastle and local emergency and law enforcement			During 2016-2017

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