Roger Williams University in 2019: Our Diversity, Equity and Inclusion Journey So far
Student Access, Success and Equity

Roger Williams University
Access Initiatives

• Outreach to diverse high schools
• Financial aid strategy
• Targeted Messaging to Minoritized students
• Accepted Students Day focus on SOC
• College Map Summer Program
  • Ernst and Young sponsored summer 2019 residential experience for underserved high school students
• Fall 2019 Class 17% Students of Color
First Year Mentoring and Support Programs

S.O.A.R. (Strive, Overcome, Achieve, Rise)
• Faculty Mentoring program for Low income and first generation students

Global Scholars
• For International students and dual citizens

Kinship Collective
• For Queer and Trans Students

2017/18 Outcomes:
• 100% retention across all three programs (joining 100 percent retention and average 3.0 GPA in the long term-Intercultural Leadership Ambassador Program)
• 2.8-3.4 average first semester GPA
  • Equal to or greater than average first semester GPA for all first year students
Identity-based Living Learning Communities

• **Black LLC**
  • Diasporic: Haitian, Cape Verdean, Dominican, Colombian, Liberian, African American, Brazilian
  • 2018-2019 Cohort
    • 100% Retention
    • 3.12 average GPA first semester
      • Vs. Average GPA for 2.7 average GPA for 1st year black students not involved in program

• **Queer and Trans LLC**
  • 2018-2019 cohort
    • 85% Retention (16 out of 19 retained)
    • 2.93 average GPA for first semester vs. 2.8 GPA average 1st year student GPA

• **Social Justice LLC and Course (P.E.A.C.E)**
1st Year Retention for Students of Color in the Entering Cohort has increased 5% over the past four years.

Source: Census Files
Office of Institutional Research
October 2019
Employee Access, Success and Equity
Equitable Search and Hiring Process

• Systematic outreach to diversity organizations to identify talent and recruit for open positions

• All applicants invited to respond to diversity questions

• Embedded “Equity Ambassadors” into the hiring process
  • 20 trained Equity Ambassadors

• Unconscious bias training for search committees
## Equitable Search Emerging Outcomes

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<thead>
<tr>
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<th>FY 2016-17</th>
<th>FY 2017-18</th>
<th>FY 2018-19</th>
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<tbody>
<tr>
<td><strong>Faculty</strong></td>
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<td>(includes adjuncts)</td>
<td>15 of 132 hires were people of color (11.4% of hires)</td>
<td>23 of 135 hires were people of color (17.0%)</td>
<td>18 of 115 hires were people of color (15.7%)</td>
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<td><strong>Staff</strong></td>
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<td>10 of 99 hires were people of color (10.1% of hires)</td>
<td>29 of 80 were people of color (36.3%)</td>
<td>28 of 105 hires were people of color (26.7%)</td>
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Equitable Practices and Policies

- Summer flex scheduling options
- Telecommuting program
- Performance Evaluation now includes Diversity and Intercultural Understanding
Campus Climate and Intergroup Relations

Roger Williams University
Affirming Culture

• Faculty Senate resolution to support chosen pronouns in the classroom and in syllabus

• Process for Preferred Personal Information (PPI) currently being revised, streamlined, and re-branded as Chosen Names Policy and Roger Central form launched for students in Fall 2019

• Increased functionality to allow students and employees automatically change their first names and pronouns

• **SafeZone Program**
  • To increase awareness and acceptance of Queer and Trans students, faculty, and staff
  • 3 Tiers
  • 1,354 total participants since program was started in August 2017
Bias Incident Response

• Online Bias Incident Report form launched

• Reports are reviewed and remedied in a timely manner by Student Life and Academic Affairs staff

• Restorative Justice Lens
Employee Affinity Groups

• RWU Women’s Group
  • Professional development day-long retreat for women employees
  • Revived and updated Outstanding Women of RWU event

• Three caucuses:
  • Women in Leadership
    • Professional Development Series
  • Women’s Faculty Caucus
    • Women@RWU Conference and Showcase
  • Early/Mid-Career
    • Refocusing as Millennial and Gen-Z

• Employees of Color and Queer and Trans employees meet informally throughout semester
Student Affinity Groups, Clubs and Organizations

• Ongoing support from Division of DEI and SPLO for minoritized student groups and leaders
  • Fall 2018 and 2019 minoritized student leader workshop
  • Co-sponsorship of events and programming

• Multicultural Student Union (MSU)
• Sexuality and Gender Alliance (SAGA)
• PEACE Program
• Hispanic and Latino Student Association (HALSA)
• Africana Student Coalition (ASC)
• The Barbershop (men of color)
• School of Law and undergraduate sisterhood events
• The Zine Team
• Evening of Sisterhood
Education, Scholarship and Service
Faculty-Led Initiatives

• Diversity and Inclusion Fellows (DiFs)
  • Council of Independent College grant-funded
  • Semester-long program
  • 14 participants in Fall 2018

• Fall Faculty Conference 2017-2019 has diversity, equity and inclusion focus

• 2019 DEI Summer institute

• Increase in social justice related courses
Learning and Development

Staff:
• Intercultural U
  • 25 hour intercultural fluency program
  • 72 participants have completed and are currently completing program
  • Started with senior leaders

Students:
• Orientation session for first-year students focused on building community
• Student Leader Training with a focus in equity and inclusion for OAs, PAs, and RAs
Infrastructure and Leadership
Division of Diversity, Equity and Inclusion established

• Includes:
  • Intercultural Center
  • Queer and Trans Resource and Advocacy Center

• Hired:
  • Director of Institutional Diversity, Equity and Inclusion
  • Assistant Director for Multicultural Student Initiatives

• Added:
  • Access and Success VISTA
  • DEI Graduate Assistant embedded in Institutional Research
Data Disaggregation and Intersection

- Developing nuanced, holistic and complex understandings of the experiences and needs of minoritized and underrepresented stakeholders

- Current Project: Equity Scorecard
  - Centers the Equity Index
    - Representational Equity focus
  - Tracking progress toward our goals
  - Identify opportunity gaps
  - Identify opportunities to amplify existing interventions and create new ones

- Joined the Leading for Change Consortium (only RI institution) in order to eliminate opportunity gaps through data driven strategies and hopeful best practices
  - Hosting March 2020 Summit
Employee (RGA) Leadership Academy

• To Support and Develop high potential and seasoned employees

• To diversity the leadership pipeline

• Focus on technical competence, socio emotional capacity and navigational skills

• 1st cohort has 25 participants
  • 88% women
  • 27% People of color
Board Committee

- Diversity, Equity and Inclusion Board Committee established
- Will oversee the DEI initiatives, including Equity Action plan
- Will build capacity of board to do this work
- Will ensure synergistic alignment between mission, DEI and revenue goals
- Will help DEI become a distinguisher for RWU