

**Roger Williams
University in 2019:
Our Diversity, Equity
and Inclusion Journey
So far**

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Student Access, Success and Equity

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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

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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

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Identity-based Living Learning Communities

- **Black LLC**

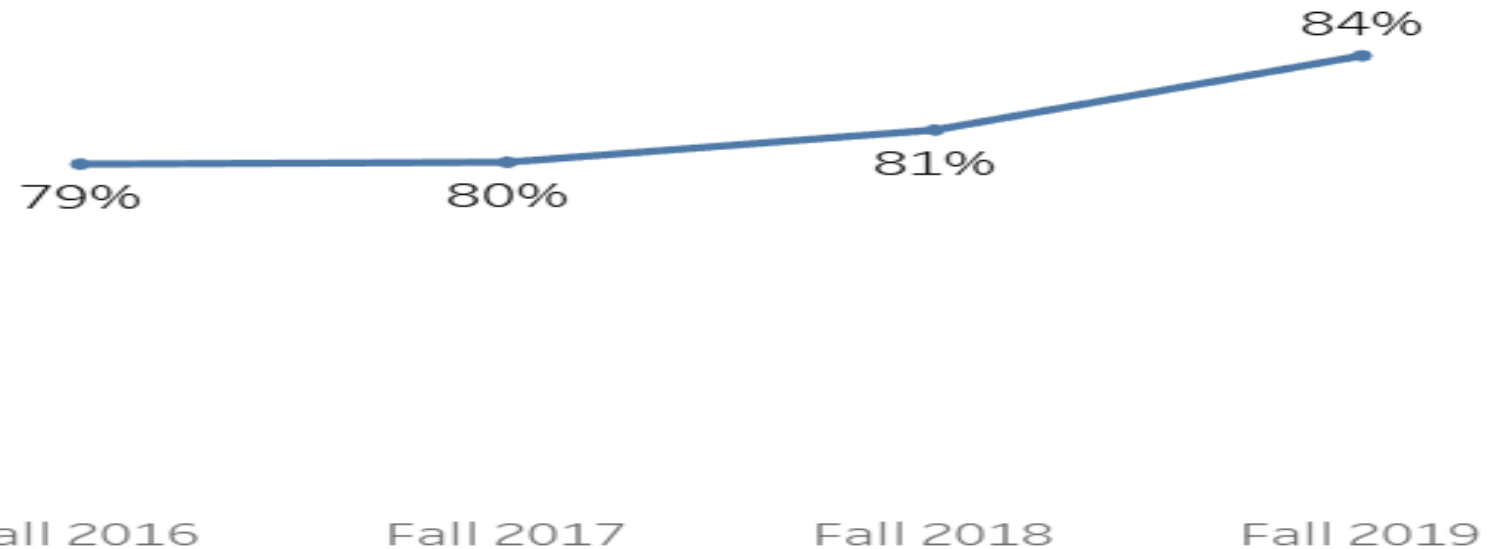
- Diasporic: Haitian, Cape Verdean, Dominican, Colombian, Liberian, African American, Brazilian
- 2018-2019 Cohort
 - 100% Retention
 - 3.12 average GPA first semester
 - Vs. Average GPA for 2.7 average GPA for 1st year black students not involved in program

- **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)

Student Success

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

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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

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Equitable Search Emerging Outcomes

	FY 2016-17	FY 2017-18	FY 2018-19
Faculty (includes adjuncts)	15 of 132 hires were people of color (11.4% of hires)	23 of 135 hires were people of color (17.0%)	18 of 115 hires were people of color (15.7%)
Staff	10 of 99 hires were people of color (10.1% of hires)	29 of 80 were people of color (36.3%)	28 of 105 hires were people of color (26.7%)

Equitable Practices and Policies

- Summer flex scheduling options
- Telecommuting program
- Performance Evaluation now includes Diversity and Intercultural Understanding

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Campus Climate and Intergroup Relations

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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

**Campus Climate and
Intergroup Relations**

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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

**Campus Climate and
Intergroup Relations**

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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

**Campus Climate and
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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

**Campus Climate and
Intergroup Relations**

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Education, Scholarship and Service

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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

**Education, Scholarship
and Service**

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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

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Infrastructure and Leadership

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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

**Infrastructure and
Leadership**

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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

**Infrastructure and
Leadership**

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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

**Infrastructure and
Leadership**

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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

