The Process
Phase One: Discover & Qualify (October 2020 – Completion)

- Committees formed
- Scope & Charge
- Team building
- Establishing common language
- Background review
  - Program inventory
  - Asset & resource mapping
- Low-hanging fruit

Phase Two: Diagnose & Assess/Homework (November – January 2021)

- Peer review/benchmarking
- UNC survey review
- Community engagement
  - Focus groups
  - Stakeholder interviews
  - Presentations
- Low-hanging fruit
- Preliminary recommendations
- Draft EDIB vision statement

Phase Three: Build – Out (January – February 2021)

- Review data and input
- Finalize overarching recommendations
- Draft full/detailed recommendations
- Subcommittees present recommendations for feedback
- Subcommittee finalizes recommendations
- Finalize EDIB vision statement

Phase Four: Deliver (March – April 2021)

- Present EDIB Vision statement with stakeholder groups for endorsement
- Executive Committee:
  - Reviews and refines all recommendations
  - Identify additional recommendations
  - Finalize set of 10-12 recommendations to present to Chancellor and Provost

- 6.5 months
- 62 meetings (120 hours)
- 125+ hours committee work
- 28 informational interviews
- 12+ focus groups (50+ people)
EDIB Vision Statement
EDIB Vision Statement Development Process

- Draft statements submitted by Executive Advisory Committee members (November)
- Executive Committee members voted for their top five statements
  - Working groups revised selected statement
- Strategic Communications team uses revised statements to draft a vision statement for review/feedback and make necessary edits
- Executive Committee working group revised statement in collaboration with Joe Mills
- Revised draft of the vision statement presented to stakeholders for endorsement:
  - Executive Committee
  - Framework Committee
  - Executive Cabinet
  - Staff Council
  - Faculty Council
  - Student Government
- Final draft of vision statement presented to campus community
Our Mission
The University of North Carolina School of the Arts provides gifted emerging artists with the experience, knowledge, and skills needed to excel in their disciplines and in their lives, and it serves and enriches the cultural and economic prosperity of the people of North Carolina and the nation. UNCSA is the state’s unique professional school for the performing, visual, and moving image arts, training students at the high school, undergraduate, and master’s levels for professional careers in the arts. (Approved by the UNC Board of Governors 2/2014)

Our Vision for Equity, Diversity, Inclusion and Belonging
At UNCSA, we strive to create a safe environment, one that allows people from all walks of life to thrive. Doing so demands that we commit to an explicit and continual process of identifying and dismantling systems and practices of bias, exclusion and oppression. Education and art-making can be transformational forces for change and we are working so that change leads toward justice.

Our Values
Capacity Building (5)
EDIB/Cultural Intelligence (2)
Access & Success (2)
Support & Advocacy (3)
Access & Success
Recommendation:
Increase the recruitment and retention of diverse employees, including senior leaders, and supporters by sharing and implementing best practices for diversity, equity, inclusion and belonging in all aspects of recruitment and onboarding.
Recommendation: Increase access to admissions for prospective students from historically underrepresented groups.
Capacity Building
Recommendation:
Increase curricular and co-curricular career readiness opportunities and support for student-artists, including those who have been historically underserved in higher education.
Recommendation:
Hire a chief diversity officer and develop the infrastructure, under their leadership, to effectively and collaboratively steward the campus’ EDIB efforts.

Strategy without tactics is the slowest route to victory. Tactics without strategy is the noise before defeat.

Sun Tzu
Recommendation: Develop a standing Governance Committee structured to support and guide ongoing EDIB work across campus and work in partnership with a chief diversity officer in the future.
Recommendation: Implement a recurring campus climate survey to better understand the lived experiences and needs of students and employees and to measure institutional progress toward EDIB goals.
Create infrastructure for managing and maintaining a collection campuswide that prioritizes the visual art, performances and productions of historically underrepresented artists.
EDIB & Cultural Intelligence
Recommendation:
Create a culturally responsive curriculum that engages diversity as a collective resource and facilitates students’ self-representation of their identities to advance learning.
Recommendation:
Expand EDIB-related professional development opportunities and resources for students and employees to build their capacity for demonstrating a commitment to equity, diversity, inclusion and belonging.
Support & Advocacy
Recommendation:
Assess and improve
campuswide programming,
support and resources
designed to increase
students’ and employees’
sense of belonging, personal
safety, and well-being.
Recommendation: Create meaningful practices, policies and programming that help foster a safe and welcoming climate for members of the campus and the broader community.
Recommendation:
Increase the engagement of alumni from historically underrepresented groups through consistent and meaningful support, collaboration and relationship building.
Other Recommendations:

• Create a greater sense of belonging, support and connection for student-artists and alumni with disabilities.
• Establish a stronger institutional case for supporting students of color, LGBTQ+, and other historically underserved groups through ongoing fundraising efforts.
• Intentionally acknowledge women in senior leadership positions.