

UNCSA Equity, Diversity and Inclusion (EDI) Framework

Create an accountability structure for EDI work at our institution

- a) Implement a **Campuswide EDI Advisory Committee**, to be led by the Chancellor and Provost.
- b) Draft and adopt a **UNCSA EDI Vision Statement** and Strategic Plan.
- c) Make EDI a central **strategic initiative of the next UNCSA Strategic Plan**, which is to begin development during the coming year.
- d) Set the goal of funding, recruiting and appointing an **Equity and Inclusion Officer** for UNCSA, establishing a transitional leadership structure as a bridge to that goal.
- e) Establish a **standing, mandatory report on EDI** to Cabinet (semi-annual) and Board of Trustees (annual).

Enhance a campus culture that privileges equity-mindedness, inclusion and belonging

a) Create a Multicultural Office

- Under the leadership of the Vice Provost and Dean of Student Affairs, establish the office with appropriate staffing and funding to ensure effectiveness. Goals include:
 - Create a safe space for students of color, LGBTQIA, international students, etc.
 - Produce institutional multicultural programming, as well as help provide support for student-led programming such as the Live Art Experience and Black History Month events, among others.
- This work has already begun. Ms. Shalya Herndon-Edmunds has been contracted to help devise a plan for the office in collaboration with students, staff, faculty and alumni who will serve as an advisory group during the process.

b) Provide Implicit Bias, Anti-Racist, and Equity and Inclusivity training

- Provide consistent and ongoing training for all members of the university community, with special emphasis on search committees for faculty and staff positions. Search committees will receive implicit bias training as part of their orientation to the search.
- Require EDI training of all UNCSA Administrative and Academic Senior Leadership and members of the Board of Trustees.
- Ensure that faculty in each of the divisions and schools have participated in EDI training, with a goal of 100% of faculty per school/division by the end of 2021.
- Require training for all Admissions staff and scholarship selection committees.
- Require training for UNCSA Campus Police.
- Require training for Title IX and Conduct Officers and Hearing Committees.

c) Initiate campus reading and small group discussions on race and EDI

- Beginning fall 2020, a campuswide reading will be selected and small group discussions will be designed and conducted among students, faculty and staff.

Recognize, celebrate and enhance the artistic visibility of Artists of Color, Women, LGBTQI, people with disabilities, and other marginalized groups

- a) Form a Campuswide Celebration, Recognition and Commemoration Committee.
 - Include all divisions in planning events (Black History Month, Women's History Month, etc.)
- b) Create a campuswide calendar of EDI events.

Review and update campus art and symbols

- a) Use existing funds and create new funds to develop a **fully representative art collection** for the campus.
- b) Place art and symbols across campus that **are inclusive of indigenous people of color**.
- c) Remove art and other artifacts that are racist and/or do not support our EDI vision.
- d) Place plaques with **historical information related to land history** (i.e. Catawba Theater could have information on the Catawba people).

Critically evaluate and update curriculum, pedagogies and career-readiness

- a) Provide **training to faculty** on strategies for creating inclusive and diversified curricula.
- b) Continue to **broaden performance and production selection** to be more diverse and inclusive.
- c) Provide training to faculty on pedagogical approaches to **teaching inclusive and diversified curricula**.
- d) Provide opportunities to Students of Color, LGBTIA, women, and other marginalized groups **to identify and find support in pursuing career paths** and engage with pioneering artists in their fields.
- e) Support and build out **additional funding for students and faculty of color** to pursue artistically innovative projects and initiatives.
- f) Continue to **support the Weekend of Women+** initiative in D&P.
- g) Engage with and **strengthen relationships with community engagement partners** (including WSSU, WFU, Salem College, NC A&T, UNCG and other universities) to cohost events, trainings, etc.

Focus on recruitment and retention of students, faculty, staff, and UNCSEA supporters of color and other marginalized populations

- a) Advancement will continue its commitment and efforts to **secure funding for programs and scholarships** for LGBTQI and students of color to address recruitment and retention, in addition to its work to diversify our volunteer boards.
- b) Expand recruitment efforts to **increase population of students, faculty and staff of color**.
- c) Ensure a welcoming climate and **sense of belonging for people of color**.