

Council for Equity and Community Activities **Academic Year 2008-2009**

Policies/Organizational Structure/Communication

Completed: Summer/Fall 2008

- ✓ Worked with the four colleges to ensure that the University's existing diversity statement is printed on all their recruitment and application materials.
- ✓ Proposed the creation of a Vice President for Equity and Community position and office.

To-be-completed: Spring 2009

- Working with the President's Office to explore ways in which the CEC might "insert" discussions of equity and community into strategic planning throughout the process as it rolls out to all the various units/departments across campus.
- Partnering with appropriate decision makers to create plan for campus-wide training on issues of diversity and multiculturalism. Exploring the feasibility of using the National Coalition Building Institute (NCBI) model, which would begin by training CEC and higher administrators, then "train trainers" to provide on-going workshops and crisis interventions both on and off campus.
- Creating centralized "Equity and Community at Lehigh" website for disseminating information about current status and action plan for improvement.
- Cataloging all multicultural and diversity curricula, offices, services, and other programming available at Lehigh, both for general informational purposes and as a foundation for assessing additional needs.

To Begin: Summer/Fall 2009

- Will draft improved language that we should be using campus wide to discuss issues of multiculturalism and diversity.
- Will collect and improving access to data on specific indicators relevant to diversity and multiculturalism (recruitment, retention, and the like). Also benchmarking these data against our "peer institutions."
- Will explore the creation of a "Foundations of Equity and Community" statement that the entire campus can agree to and "sign off" on.
- Will review potential for improved wording and implementation of the Student Code of Conduct regarding diversity issues.

Curriculum/Scholarship

Completed: Summer/Fall 2008

- ✓ Developed and received approval to begin a "Social Justice Leadership and Service Learning" faculty development seminar in Spring 2009.
- ✓ Drafted and presented to the faculty a syllabus statement that began the discussion about the value we put on fostering a supportive and welcoming learning environment that respects myriad viewpoints.

To-be-completed: Spring 2009

- Working with the directors of the academic programs in relevant fields (Africana Studies, Latin American Studies, Asian Studies, and Women's Studies) and CAS Dean to develop a short- and

long-term plan for further strengthening their respective curricular areas through additional faculty lines, endowed chairs, help with infrastructure issues, and the like. Will submit recommendations with request for funding to the President in Spring 2009.

- Supporting the First-year Experience Office in their efforts to build on and enhance the Evolution seminar for AY09-10.
- Exploring the pros/cons of creating a required course for all students on diversity and multiculturalism.

To Begin: Summer/Fall 2009

- Will begin exploring innovative ways to bring together academics and service (service learning) and advocate for more resources/support for CSO to facilitate.
- Will begin planning for the creation of social justice (SJ) designated courses with potential distribution requirements for all students.

Recruitment

To-be-completed: Spring 2009

- Working in partnership with Admissions on:
 - Drafting a question to be added to the undergraduate admission application that will help identify those students who hold the values we are interested in fostering on campus. Working on a rubric for evaluating answers.
 - Improving the training of the tour guides and the messages they convey to prospective students.
- As part of strategic planning process, exploring how each unit can set and meet goals for diversifying and retaining diverse personnel.

Campus Life/Work Life

To Begin: Summer/Fall 2009

- Will work in partnership with various decision makers (Dean of Students, Campus Police, Greek Life, and the like) to create a 5-7 page “plan of action” for identifying and addressing inequities of residential life.
- Will explore the possibility of drafting proposal for a centrally located Student Center that would bring student groups and a range of multicultural activities together in a common space, with all the related resources conducive to a vital student center.