



WORCESTER
STATE
UNIVERSITY

Toward a More Inclusive Climate 3.0



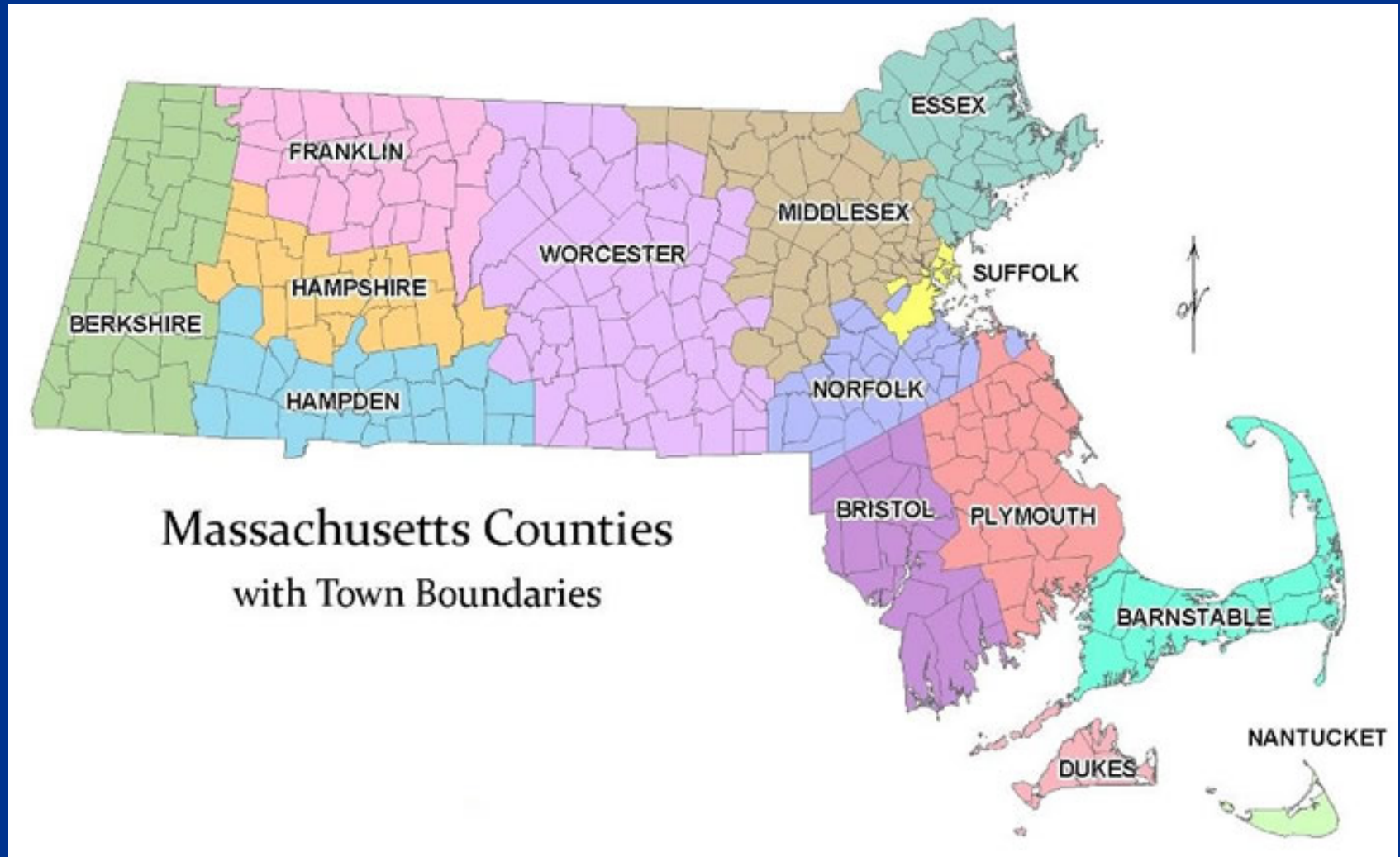
WORCESTER
STATE
UNIVERSITY

Toward a More Inclusive Climate 3.0

Maria Isabel Gariepy, Director of Diversity,
Inclusion, Affirmative Action, and Equal
Opportunity

Stacey Luster, Assistant Vice President of
Human Resources, Payroll, Diversity, and AA/EO

The Commonwealth of Massachusetts





About Worcester, Massachusetts



- Home to Nine Colleges and Universities
- Second largest city in New England with a population of 181,000
- 20% of the population is Latino



About Worcester State University

- 5,500 undergraduate students
- Medium-sized public university
- 61 undergraduate majors and minors
- 31 graduate programs
- Specialize in liberal arts and sciences
- 58 acre campus
- Residential neighborhood
- State of the art facilities
- Recent construction and program expansions



About Worcester State University

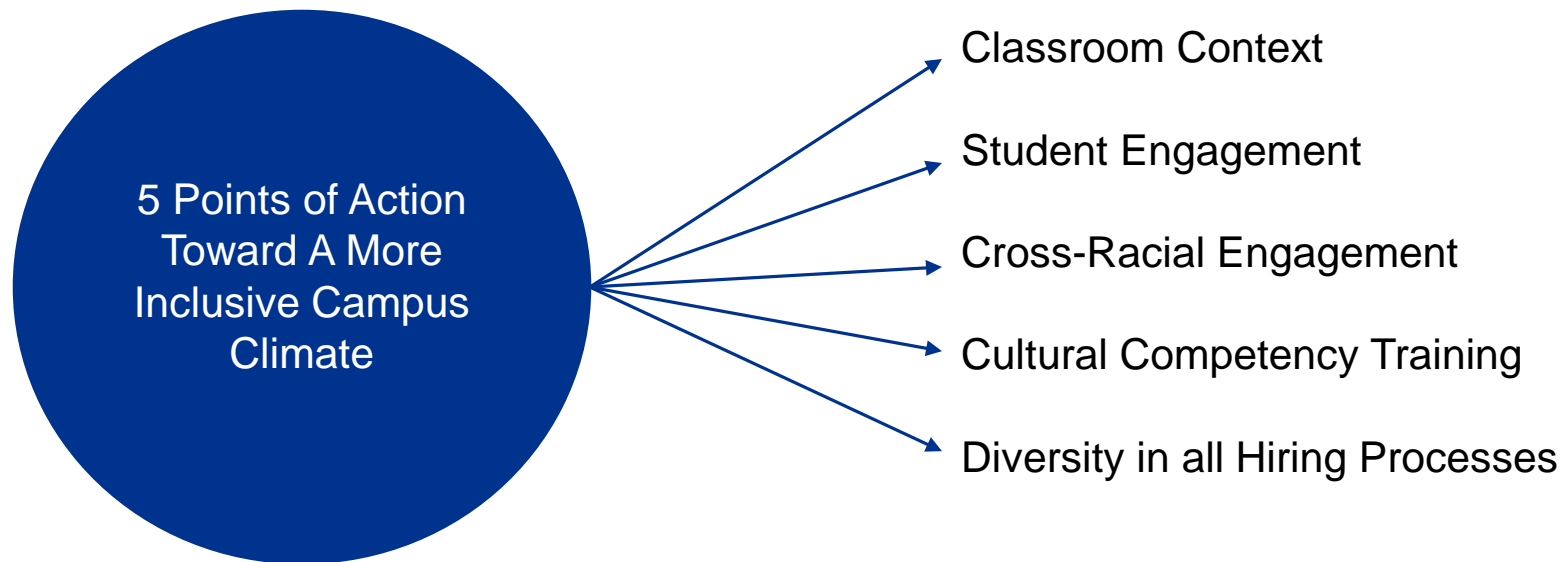
During the Fall 2015 semester, President Maloney convened campus community members to discuss how the institution could build upon its existing programs and services to ensure that the university is championing academic excellence in a diverse, student-centered environment that fosters scholarship, creativity, and global awareness

Spring 2016 semester, the President announced his Five-Point Plan of Action toward a more inclusive campus climate and stated that he would like to pursue a data-driven approach to evaluating WSU's campus climate

WSU Campus Climate Efforts

During the Fall 2015 semester, President Maloney convened campus community members to discuss how the institution could build upon its existing programs and services to ensure that the university is championing academic excellence in a diverse, student-centered environment that fosters scholarship, creativity, and global awareness.

Spring 2016 semester, the President announced his Five-Point Plan of Action toward a more inclusive campus climate and stated that he would like to pursue a data-driven approach to evaluating WSU's campus climate.





Researchers

University Researchers

- Isaac Tesfay, ABD, MBA; Director of Diversity, Inclusion, AA/EO
- Alex Briesacher, PhD; Assistant Professor of Sociology

Research Partners

- New England Resource Center for Higher Education (NERCHE)
- National Institute for Transformation and Equity (NITE)

NERCHE Rubric and Dimensions





The Process

Regular campus climate assessments

- Surveys
- Focus Groups
- Analysis
- Recommendations



Conceptual Frameworks

Campus-wide discussion about the roles and relationships between

- organizational structure of the educational environment
- psychological well-being of the students within the university
- continued success of those students as academics



Theoretical frameworks

- Multicultural Organizational Development Theory (MCOOD)
- Social Identity Theory
- Identity Theory



Campus Climate Committee

Faculty and Student Representation

- Latino Education Institute
- Residence Life and Housing
- Student Accessibility
- Retention
- Diversity and Inclusion
- Marketing
- Education
- Mathematics
- History
- Sociology
- Chemistry
- Third world Alliance
- Information Technology
- Student Activities
- Adult Learners
- Academic Affairs
- Urban Studies
- Student Activities
- Communications
- Ethnic Studies
- Urban Studies
- Student Government
- Student Trustee
- Pride Alliance



Timeline

2016

- 5 Point Plan of Action
- NERCHE
- CCC Convened
- Student Focus Groups

2017

- Student Data Analysis
- CECE Survey
- Campus Presentations
- CECE Data Analysis
- Proposal Review & Analysis

2018

- Submit Proposals to President
- Faculty Survey
- Implementation Strategies



Timeline

2019

- Assess Diversity Curriculum
- Staff survey and focus groups
- Implement recommendations
- Incorporate into University Strategic Plan

2020

- Annual combined staff, faculty, and student surveys
- Implement recommendations
- Assess Outcomes

Ongoing

- Annual combined staff, faculty, and student surveys
- Implement recommendations
- Assess Outcomes
- Periodic Focus Groups





Progress on Recommendations

Progress made on 4 of 5
campus climate recommendation categories



Recommendation#1- Committees

- ✓ Campus Climate Committee (CCC),
- ✓ BIRT
- ✓ Affirmative Action
- ✓ LGBTQ+ launched Fall 2019

Each committee comprised on faculty, students and staff.



Recommendation#2- Training

- Revised anti-discrimination workshops include civility and implicit bias
 - Required for all new employees
- Edna Chun lead workshops based upon her book “Department Chairs as Transformational Diversity Leaders”
 - Provost retreat
- National Center for Faculty Diversity and Inclusion
 - Center for Teaching and Learning considering
- Tiered-diversity training series for all employees
 - Under development .



Recommendation#3– Physical Space

- ✓ “Hate Has No Home Here” banners and signage was displayed campus-wide
- ✓ Diverse images of WSU students, staff and faculty enhanced the physical spaces on banners
- ✓ Flags representing the 206 countries from which WSU community members were put on display in the Sheehan and Ghosh Buildings.



Recommendation#3- “Safe” Space

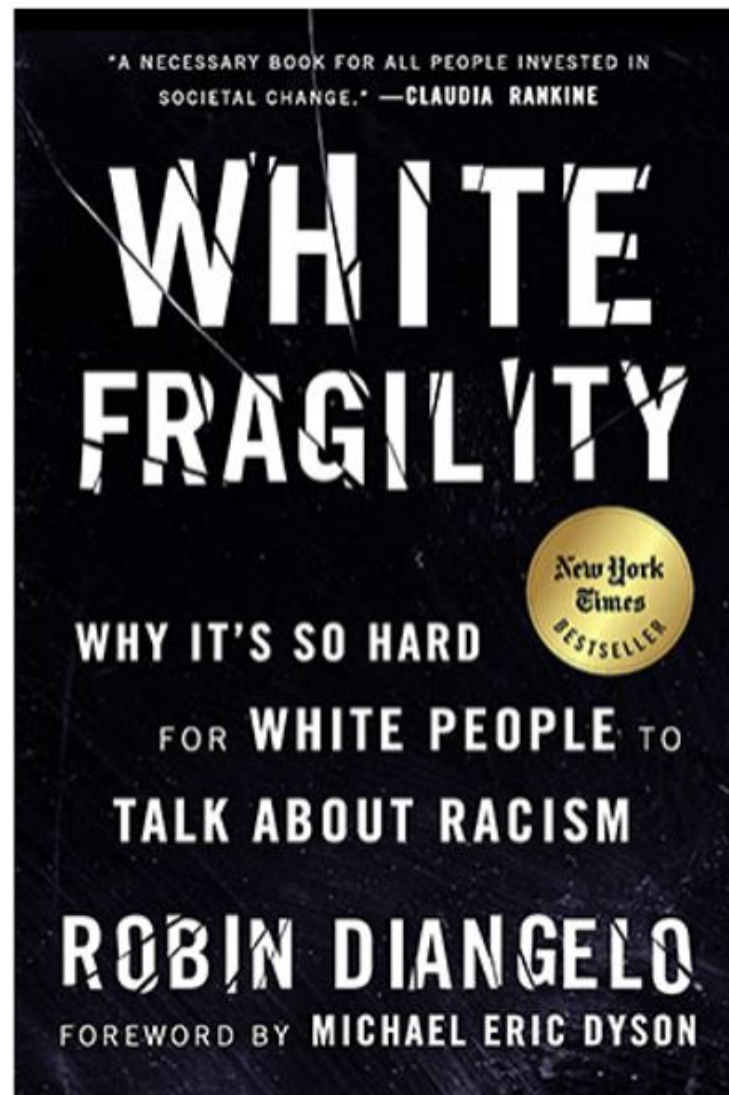
- ✓ Contemplative space included in Plans for a New May Street Building
- ✓ Faculty development designed to increase inclusive teaching practices and promote inclusive classroom environments
- ✓ Courageous conversations and other campus forums designed to promote cross-cultural enrichment

Robin DiAngelo, PhD

Critical Racial & Social Justice Education

COURAGEOUS CONVERSATIONS

April 27, 2019



Patri
Ama
and
oil cc

For r

Cos
Envir
Multi

tal,
rivate



Recommendation#4- Research

Assess the breadth and depth of Diversity across the Curriculum (DAC) in current courses working collaboratively with:

- ✓ LASC (general education Advisory groups)
- ✓ RASE (strategic working group)



Recommendation#4- Research

To be accomplished:

- ✓ Conduct Student Movement Study
- ✓ Assess racial disparities within courses, majors and overall
- ✓ Conduct focus groups
- ✓ Refine and target retention strategy



Recommendation #5- Personnel

The administration did not agree to add the following new positions:

1. Chief Diversity Officer
2. Dean of Diversity and Inclusion
3. Marketing position focused on Diversity

Diversity in Hiring





16 Tenure-track vacancies- Fall 2020

- Biology (Human Biology)
- Biology (Field/Evolutionary Ecology)
- Computer Science
- Criminal Justice
- Earth Science
- Education
- English
- Marketing
- Mathematics
- Nursing
- Occupational Therapy
- Philosophy
- Physics
- Political Science
- Sociology
- Urban Studies



Sustainability

- ✓ Presidential Commitment
- ✓ Competing priorities
- ✓ Transitioning leadership



WORCESTER
STATE
UNIVERSITY

Thank you!

Visit www.worcester.edu/careers for more information and available positions

Maria Isabel Gariepy

Director of Diversity, Inclusion, Affirmative Action, and Equal Opportunity
mgariepy1@worcester.edu

Stacey Luster

Assistant Vice President of Human Resources, Payroll, Diversity, and AA/EO
sluster@worcester.edu