



**Florida Southern College
Diversity, Equity, and Inclusion Council**

Recommendations

Passed April 23, 2021

Athletics

1. Continue to support Athletics Department *Equity, Diversity, and Inclusion Team* (EDIT).
 - Elevate the awareness of EDIT; connect EDIT with other campus diversity programs and projects.
2. Work with Human Resources on diverse recruitment, hiring, and onboarding for Athletics and Wellness.
3. Review/study student athlete recruitment measures and adjust strategies as needed to meet diversity targets in Athletics.
 - Develop specific goals for diverse teams.
 - Look at team balance, recruitment areas, and study strategies from similar institutions.
4. Continue to address diversity of programming and campus partnerships in Wellness.

Chaplain/Religious Life

5. Work with Development to review the use of Full-time Christian Service and Pre-ministerial scholarships in order to earmark or find additional dollars for students of color.
6. Expand Advancing the Flame Scholarship, which currently matches church and FSC funds for up to \$1000, to the churches in these denominations:
 - African Methodist Episcopal (AME),
 - African Methodist Episcopal Zion (AMEZ), and
 - Christian Methodist Episcopal (CME).

Enrollment Management

7. Consistently review external communications for diversity.
 - Make sure PR is aspirational but not misleading.
8. Partner with and leverage other areas of campus to increase student diversity.
 - Examples: Athletics, specific faculty, student groups, Chaplain's office
 - Focus on majors of interest to students of color, summer camps in those areas.
 - Develop a student outreach program using faculty members matched up with students based on the student's major of interest.
 - Add summer visit program to target students of color and first-generation students.
9. Work with Development on scholarship opportunities for students of color.
 - Secure scholarships and grant funding for students of color.
 - Communications relating to funding options to reverse the impression that a student cannot afford FSC.
10. More intensive and ongoing diversity and unconscious bias training for admissions staff and student tour guides to ensure the team is prepared to recruit a more diverse student body.

Faculty & Staff Diversity

CAMPUS WIDE

11. Develop updated recruiting options that include tools to attract diverse candidates; assist all areas of campus with connecting to these recruiting tools.
 - Human Resources will research and subscribe to or enroll in at least two effective outlets for diversity job postings.
12. Provide training for supervisors with responsibility for hiring campus wide; train them on diversity recruiting tools and interviewing.
 - Develop training that includes overview of regulations and methods of interviewing.
 - Provide training to all hiring supervisors/managers.

13. Create a campus-wide mentor program for staff, pairing them with an experienced employee not necessarily within their own department.
 - Develop six-month mentor program that acclimates the employee to the campus, the college culture, and key information.
14. Develop a resource page for diverse faculty and staff available on FSC Portal that includes resources like the following:
 - Contact information for filing racial bias complaint.
 - Links to diverse groups on campus.
 - Information on community resources and groups relating to diversity.
 - Information on speakers/events on campus relating to diversity topics.
15. Require the College to develop a statement on diversity and inclusion and provide said statement for public use (on the website and other materials as appropriate); College departments may create its own statement on diversity and inclusion if approved by the DEIC.

ACADEMICS

16. Develop through Academic Affairs educational opportunities for faculty on diversity pedagogy.
17. Examine the existing faculty mentor program to ensure it meets the needs of FSC's diverse faculty.
18. Require applicants for faculty positions to provide a statement on diversity with their application information.

Safety & Student Services

19. Chief Diversity Officer to provide departments/supervisors with various short (10-15 minute) trainings relating to diversity, sensitivity, de-escalation training, bystander training, and conflict resolution that can be presented as part of ongoing staff meetings, building on the online training that was required for faculty and staff.
 - Chief Diversity Officer, in coordination with the Director of Human Resources, will oversee development and deployment of in person and online short trainings and will provide information on available trainings to supervisors across campus.

- Require a minimum of two trainings throughout the year in addition to requiring that new hires complete the full diversity/sensitivity online training course.
20. Encourage a direct line of communication via the Chief Diversity Officer with various student groups and campus offices/services.
- Encourage students, faculty, and staff to bring issues of concern to the Chief Diversity Officer
 - Foster open communication issues of concern.
 - Remind students that they can communicate without fear of retribution.
 - Develop marketing material relating to Chief Diversity Officer availability and accessibility.
 - Provide meet-and-greet opportunities with students for Safety and student services offices.

Student Life

21. Develop a communication/marketing plan targeted to students about the Incident Reporting System seeking to make more students aware and comfortable with the reporting system.
- Encourage student trust in reporting system.
22. Working with the Chief Diversity Officer and the Simmons Center, offer ongoing training to student groups on diversity and sensitivity.
- Require diversity and sensitivity training as part of student leader training.
23. Provide additional opportunities to Simmons Center staff for further education to increase expertise in providing various types of diversity and sensitivity training.
24. Support expansion and full development of the First-Generation Student program (recruit/train peer mentors, internal intern, develop family communications).