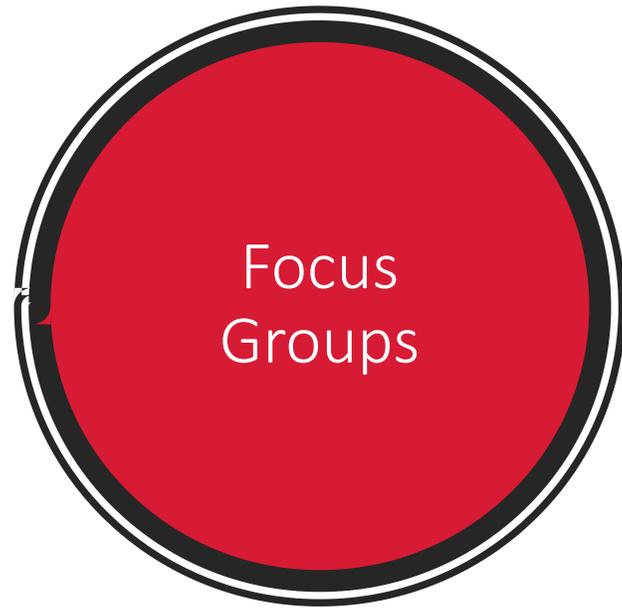


Equity, Diversity, and Inclusion Council Annual Report

USI Board of Trustees

May 5, 2023



USI HEDS FOCUS GROUP FINDINGS

December 2, 2022

Charlie Blaich & Kathy Wise

Focus Groups (October 24-26, 2022)

African
American/Black
students

Latinx students

Students with
disabilities

Academic
support staff

Hourly support
staff

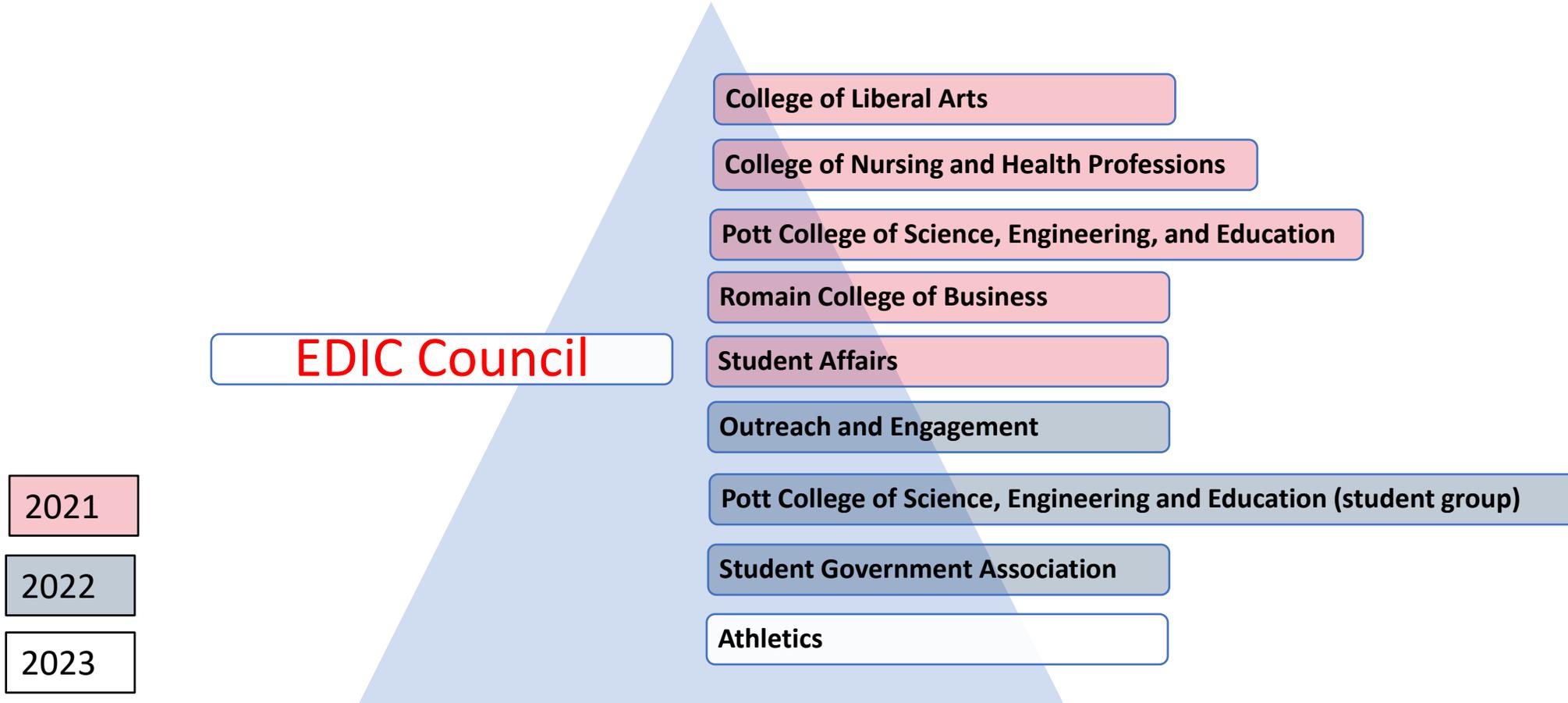
BIPOC staff

Student Affairs
staff

Non-tenured
faculty

Tenured faculty

Committees



Respondents

Colleges

- College of Liberal Arts
- College of Nursing and Health Professions
- Romain College of Business
- Pott College of Science, Engineering, and Education

Divisions

- Enrollment Management
- Finance & Administration
- Marketing & Communication
- Student Affairs

Governing Bodies

- Administrative Senate
- Faculty Senate
- Staff Council

Other

- Athletics
- Outreach & Engagement

Indicators



Access

Intentional approach
Identifying services



Coherence

Services and resources



Practice-Focused

Academic colleges and units

Areas of Interests

Curriculum and Instruction Development

- Culturally relevant pedagogy
- Design

Faculty and Staff Development

- Professional growth
- Professional development

Student Development (Intentional & Holistic)

- Support services
- Student persistence and completion

Areas for Improvement

- Lack of diverse staff and students
 - (unedited comment)
 - We do not have a diverse faculty; therefore we are limited in knowledge
- Training
 - (unedited comment)
 - Educate staff on how to handle individual students. One size fits all approach doesn't work as much as it did in the past.
- Resources
 - (unedited comment)
 - Educate staff on resources available
- Time
 - (unedited comment)
 - Release time

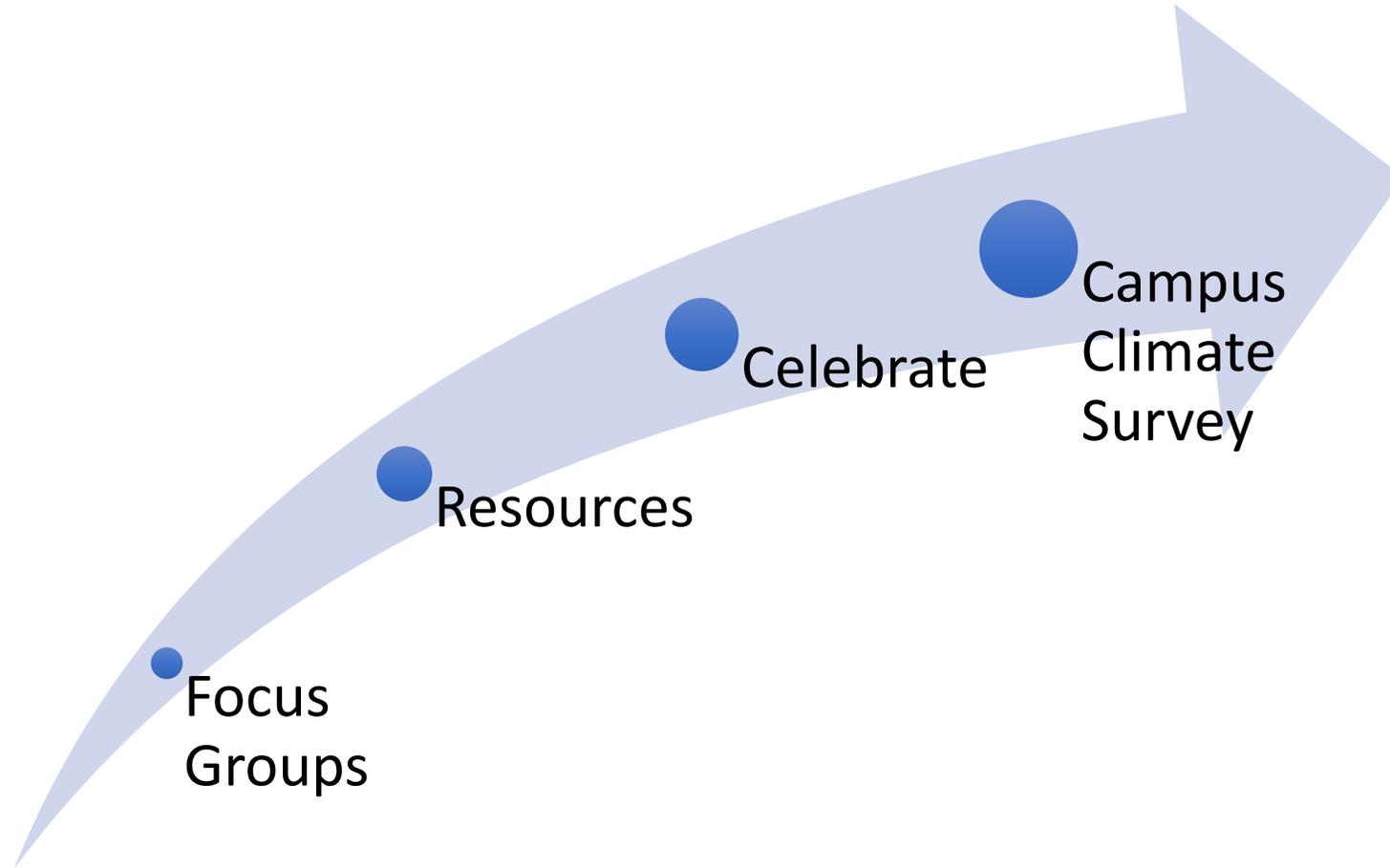
Exemplars

- College
 - College of Nursing and Health Professions
- Administration
 - Student Affairs
- Students
 - The Shield

Celebrating Black Voices



Moving Forward



Focus
Groups

Resources

Celebrate

Campus
Climate
Survey

Committee Members

Chair – Pamela Hopson

Administrative Senate – Steven Stump

College of Liberal Arts – Kristalyn Shefveland

College of Nursing and Health Professions – Kerseclia Patterson

Enrollment Management – Rashad Smith

Faculty Senate – Xavia Burton

Finance and Administration – Sarah Will

Government and Legal Affairs – Aaron Trump

Committee Members

Marketing and Communications – John Farless

Outreach and Engagement – Leslie Townsend

Pathways to College – Brandi Neal-Hendricks

Pott College of Science, Engineering, and Education –Susan Ely

Romain College of Business – Erika Williams

Staff Council – Deirdre Hartman

Student Affairs – Jennifer Hammat

Student Government Association – Adrianna Garcia

Questions?