

Inclusion and Diversity Team Report for 2019-20

The Inclusion and Diversity Team was organized on the Great Bend campus in January 2017 in order to support the College's mission and its goal to recognize that diversity and inclusion support learning, promote excellence, and prepare a global citizenry.

Team members include:

Jaime Abel – Academic faculty
Abby Howe – ESOL / International
Jonathan Dietz– Student Services
Cheryl Brown – Title IX Coordinator
Baudilio Hernandez – Hispanic Engagement and Recruitment Director
Samantha Thier – Financial Aid
Nicole Berger – VA Specialist, academic advisor
Judy Jacobs – Director of Testing, Advisement, and Career Services
Melissa Stevens – Criminal Justice / WTCE faculty
Nolan Esfeld – Student Support Services
Arlette Stratton – rep for Fort Riley
Anna Ingala – rep for Fort Leavenworth
Michelle Rutherford – rep for Grandview
Taylor Littleton – Assistant Volleyball Coach
David DeVillier – Coordinator of Student Housing
Carol Murphy (Chair) – Developmental Coordinator
Sponsors: Angie Maddy, VP of Student Services and Elaine Simmons, VP of Instruction

Inclusion and Diversity Team's Goals:

- Develop plans and programs designed to foster a campus climate at Barton which is built upon inclusiveness, mutual respect, appreciation, and understanding.
- Support efforts for the formulation, review, and application of policies and processes that promote and support diversity and inclusion, support learning, promote excellence and prepare a global citizenry.
- Facilitate the integration of inclusion and diversity into teaching, service, and scholarship.
- Provide a forum for consultation on inclusion and diversity issues that may arise.

Accomplishments for 2019 -2020:

- Updated internal website page on Inclusion and Diversity.
- Sent emails to all campuses on diversity topics.
- Sent emails to faculty with ideas for classroom activities to promote inclusiveness.
- Sponsored two Conversation Café events.

Fall 2019: 94 attendees; 90% of students felt more connected to the college after the event

Spring 2020: 62 attendees; 66% of students felt connected to the college after the event

- Requested the addition of inclusion / diversity topics to recommended webinars for professional development.
- Posted information on campus television highlighting specific national awareness months [Hispanic Heritage, LGBT History, Veteran's Appreciation, Autism Awareness, Disabilities Awareness, Women's History, Black History].
- Hosted Salsa lessons in the Union for Hispanic Culture Week in September.
Attendance – 15 including students and a few faculty members
- Sponsored a Mix It Up Lunch activity in October.
Survey responses = 71 [63 responded they felt more comfortable talking with people they don't know at Barton than before the event]
- Held a Zoom meeting with Ben Coffey, VP of Student Services at McPherson College, to learn about their institution's practices and activities concerning inclusion and diversity.
- Developed recommendations for hiring practices that focus on inclusion and diversity.
- Put a display in the Library and in the Union honoring Martin Luther King.
- Created Face book posts and student interviews for Black History month.
- Heard a report from Rita Thurber and Yuchen Wang Boswell about the Inclusion and Diversity Conference they attended in Omaha.
- Added diversity questions to Climate Survey.
Barton has a strong commitment to diversity, equity, and inclusion. 76% strongly agree
Barton provides sufficient programs and resources to foster the success of a diverse student body. 77% strongly agree
- Decided to invite more student representatives to participate in the meetings.
- Cancelled activities for March, April, and May due to changes made because of COVID-19.

Future Plans for 2020-2021:

- Continue highlighting national diversity awareness months.
[Hispanic Heritage, LGBT History, Disability Awareness, Veteran's appreciation, Native American Heritage, Black History, Women's History, Irish-American Heritage, Mental Health Awareness including Alcohol & Drug Abuse, Jewish-American Heritage]
- Organize displays in the Crow's Nest in the Union or in the Library.
- Determine how to relay activities to all campuses.
- Send monthly themes to be posted on social media.

- Review hiring practices on diversity.
- Develop creative ways to use social media.
- Organize Diversity Week.
- Implement a plan for professional development concerning 1} helping students cope with biases and 2} helping instructors and staff be aware of hidden biases and how to appropriately respond to student concerns.

Budget:

- Budget amount of \$500 at the start of the academic year.
- \$127.00 spent for Conversation Café.

Submitted by Carol Murphy, Chair of the Inclusion/Diversity Team

Barton embraces diversity/inclusion in our student body, workforce, curriculum and community. We recognize that diversity and inclusion support learning, promote excellence, and prepare a global citizenry.

Barton is committed to achieving a community free from all forms of discrimination and harassment in its policies, practices and endeavors. Further, Barton is committed to fostering a diverse community and to promoting greater awareness of and sensitivity to issues of diversity.

Toward that end Barton asserts the dignity and worth of every human being and the value of diversity as a source of its strength, including diversity of race, gender, ethnicity, national origin, culture, sexual orientation, age, religion, disability and perspective among students, faculty, staff and administrators.

HLC Diversity Standard: The education offered by the institution recognizes the human and cultural diversity of the world in which students live and work.