



COMMISSION_{ON}
DIVERSITY_{AND}
INCLUSION

Recommendations for Academy (Staff & Faculty)

Submitted to:
Chancellor Mark S. Wrighton
Provost Holden Thorp

December 6, 2016

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BACKGROUND

Washington University in St. Louis has recently made significant improvement in diversifying the numbers of our students, faculty, and senior administrators and still has much work to do. Recent climate surveys of students, faculty members, and staff, alongside anecdotal reports, reveal another challenge—changing the University’s climate and culture to become less tolerant of bias and more equitable, welcoming, and inclusive. The University has created the Center for Diversity and Inclusion to drive climate and culture change for students.¹ The University needs to develop an infrastructure to support its growing, increasingly diverse community of staff and faculty.

RECOMMENDATION

We propose the Academy for Diversity and Inclusion as the parallel infrastructure and set of resources for staff and faculty members.

Proposed Mission

The Academy for Diversity & Inclusion would become the University’s primary forum for changing climate and culture on all of our campuses. The mission would be:

- To create strategic visions for and house key resources to support University diversity and inclusion efforts;
- To provide a centralized resource for training University staff and faculty members;
- To create physical, virtual, and conceptual space for staff and faculty members to engage with issues of diversity and inclusion; and
- To assess and evaluate the Academy’s efforts in changing climate and culture among staff and faculty members.

Outcomes

The Academy would house a suite of tools and programs designed to enhance culture and climate. These would include a broad set of training initiatives; toolkits and other programs developed in conjunction with Human Resources; and funding to support staff initiated conferences and events.

In addition, several initiatives recommended by the Diversity Commission could be housed in the Academy, including new training structures, signature events, and honors and recognition programs. Many of the University’s existing staff and faculty advocacy and affinity groups can be supported by the Academy, which can provide them with funding and the logistical and programming support needed to develop their individual and collective capacity to support the culture and climate of the University. Similarly, individual staff and faculty members will have opportunities to engage with meaningful diversity and inclusion work, as affiliates and/or ambassadors of the Academy. Finally, the Academy can sponsor and host the community-building events and receptions.

Reporting Structure, Staffing & Budget

It is important for the Academy to have sufficient resources to effectively drive culture and climate transformation and meet anticipated heavy demand for programming and engagement opportunities. It is especially important that there be sufficient personnel bandwidth to ensure development of initiatives and both ongoing and ad hoc programming and events beyond training. This includes both the Academy’s leadership as well as Program Coordinators who will support the ongoing and ad hoc programs, events, and conferences the Academy might launch and host.

As much of the Academy’s work would focus on staff diversity

¹ The Teaching Center also assists in this work with a full-time person, their director, Beth Fisher, who works with faculty members to design more inclusive learning environments for students.

and inclusion and include Human Resources as a key partner, we recommend the Academy report to the Executive Vice Chancellor for Administration. Should the University appoint a Chief Diversity Officer, the Academy should report to that office.

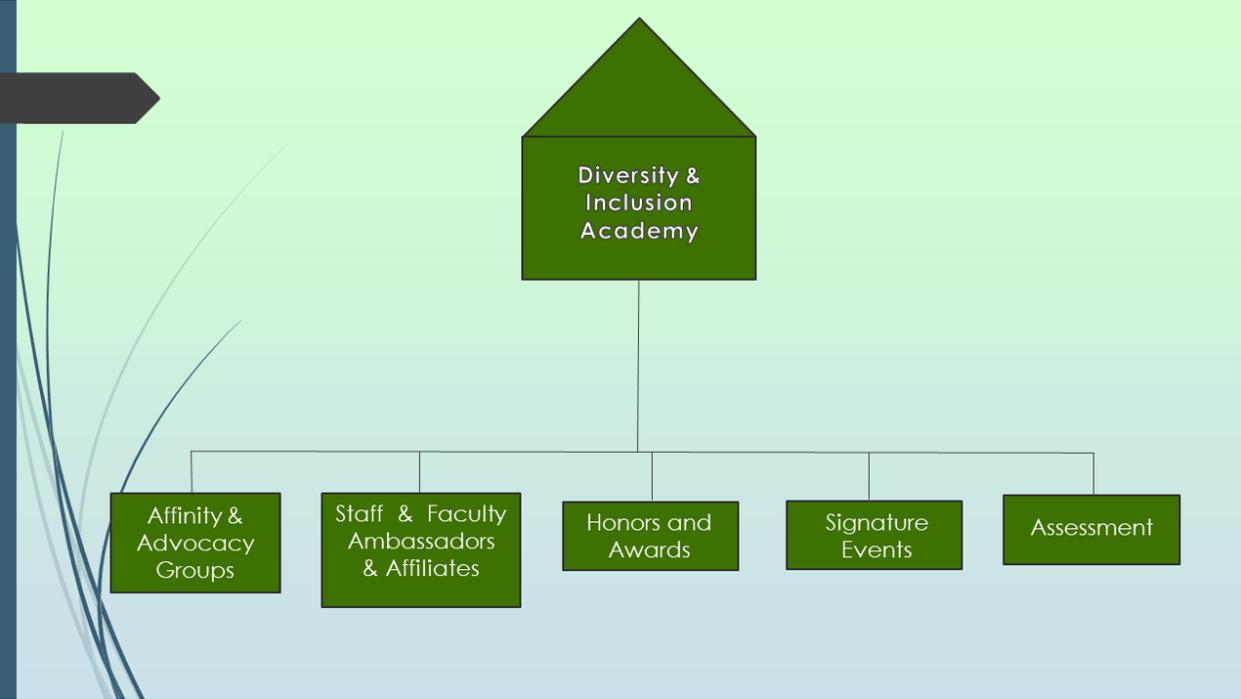
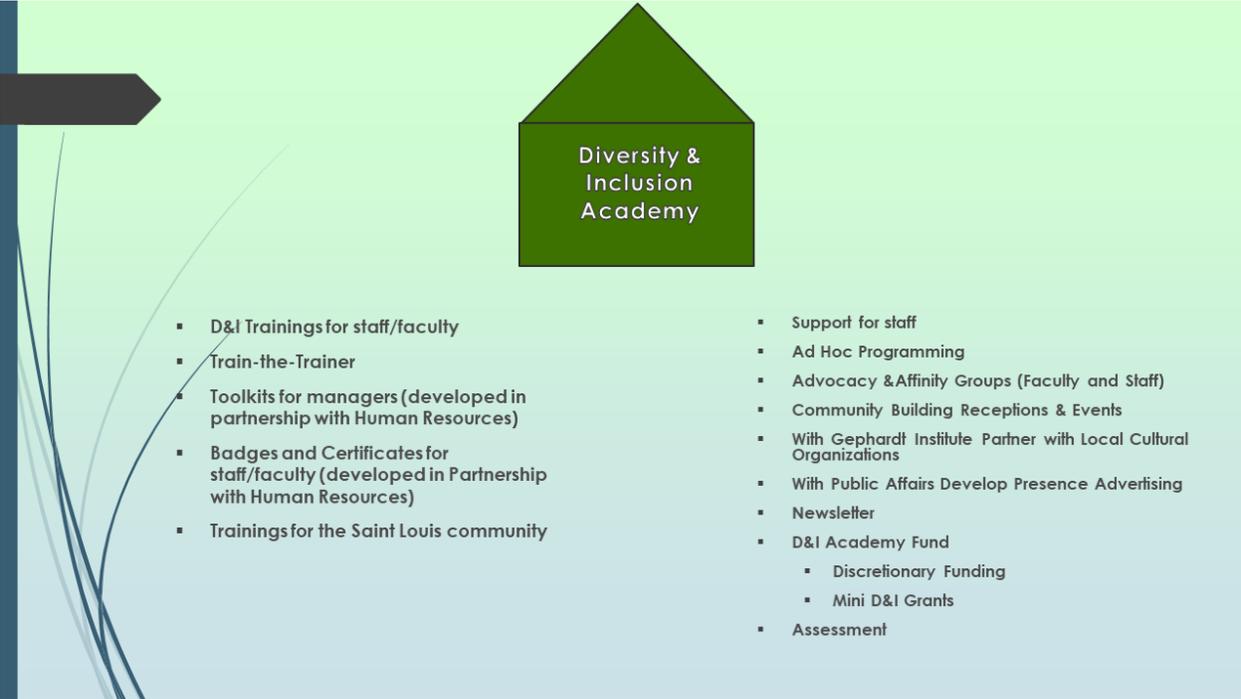
A proposed budget for the Academy is attached.

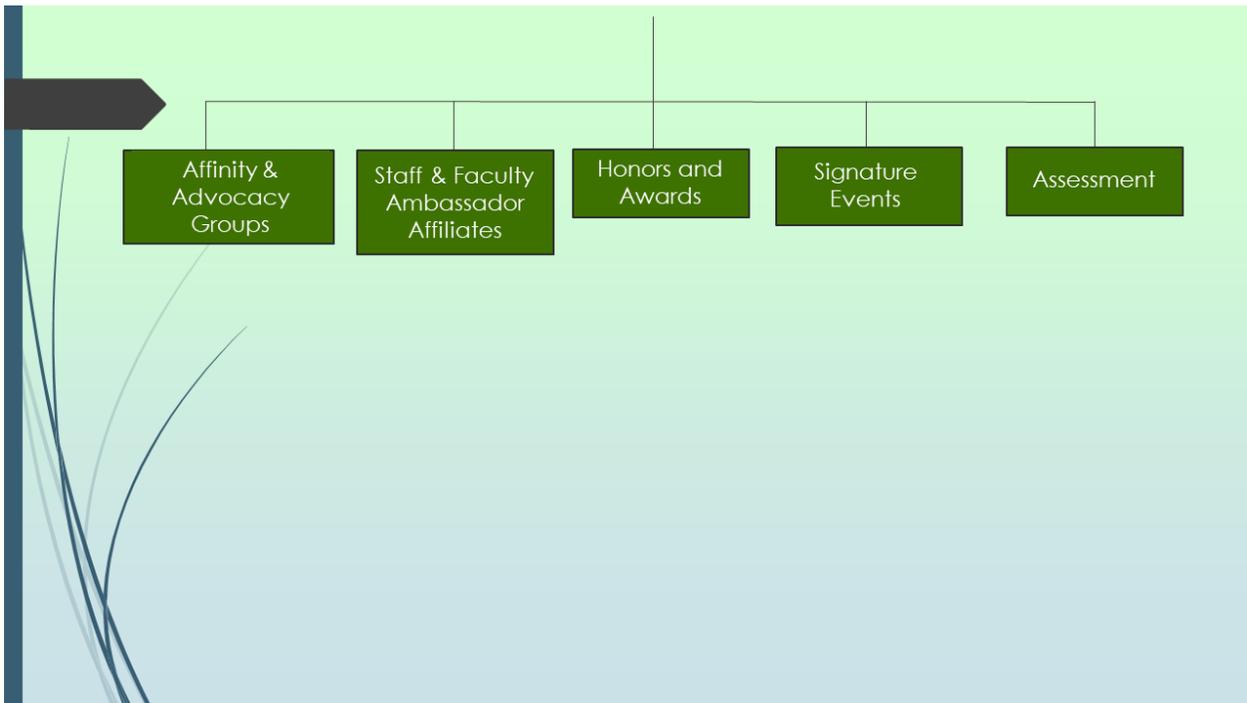
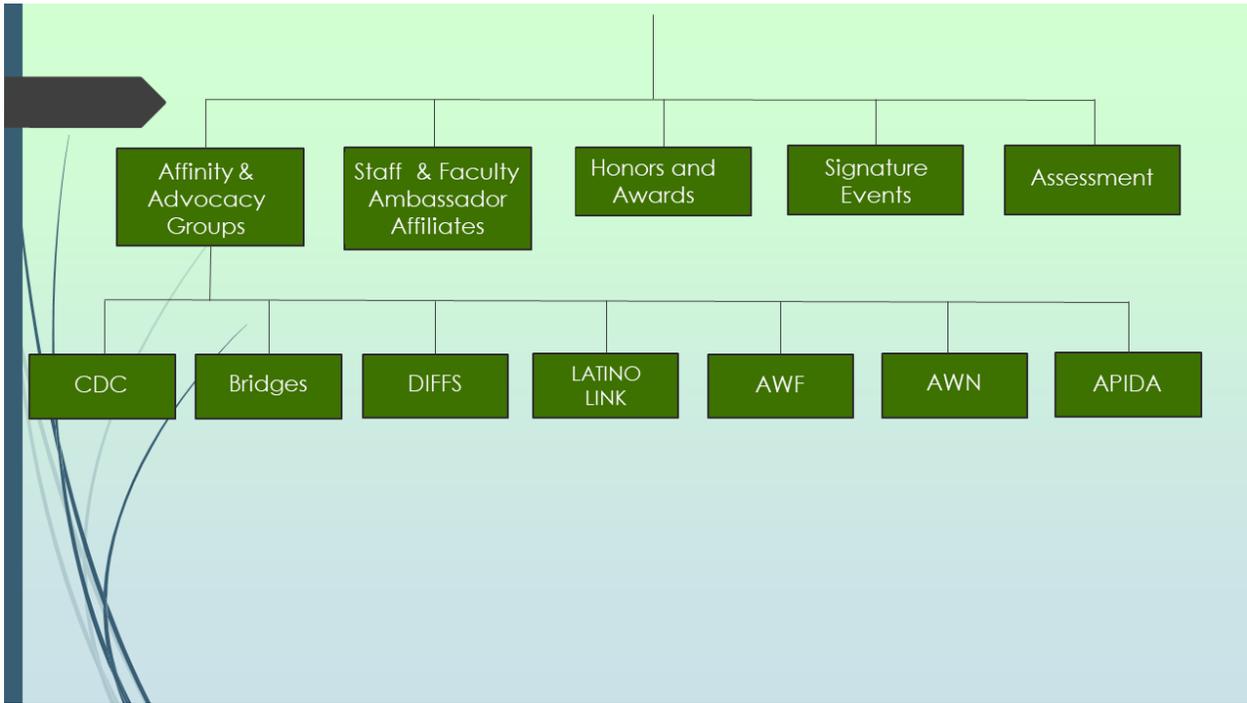
Situation in Current Landscape

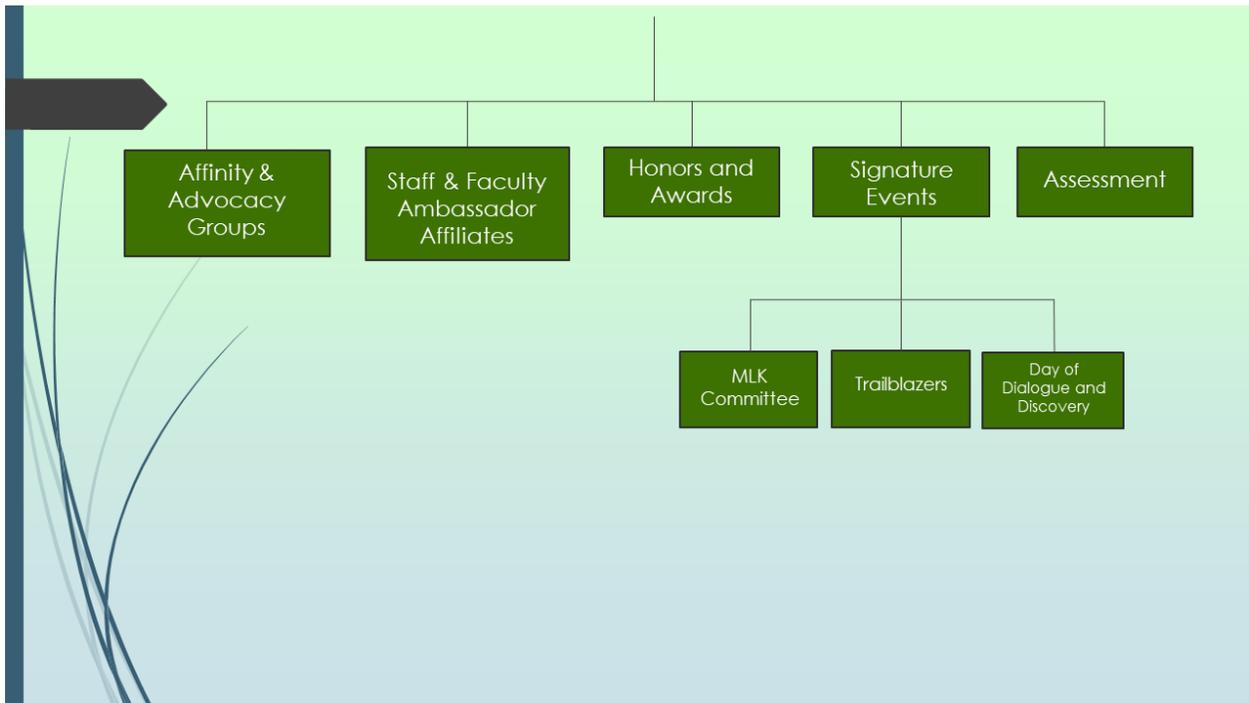
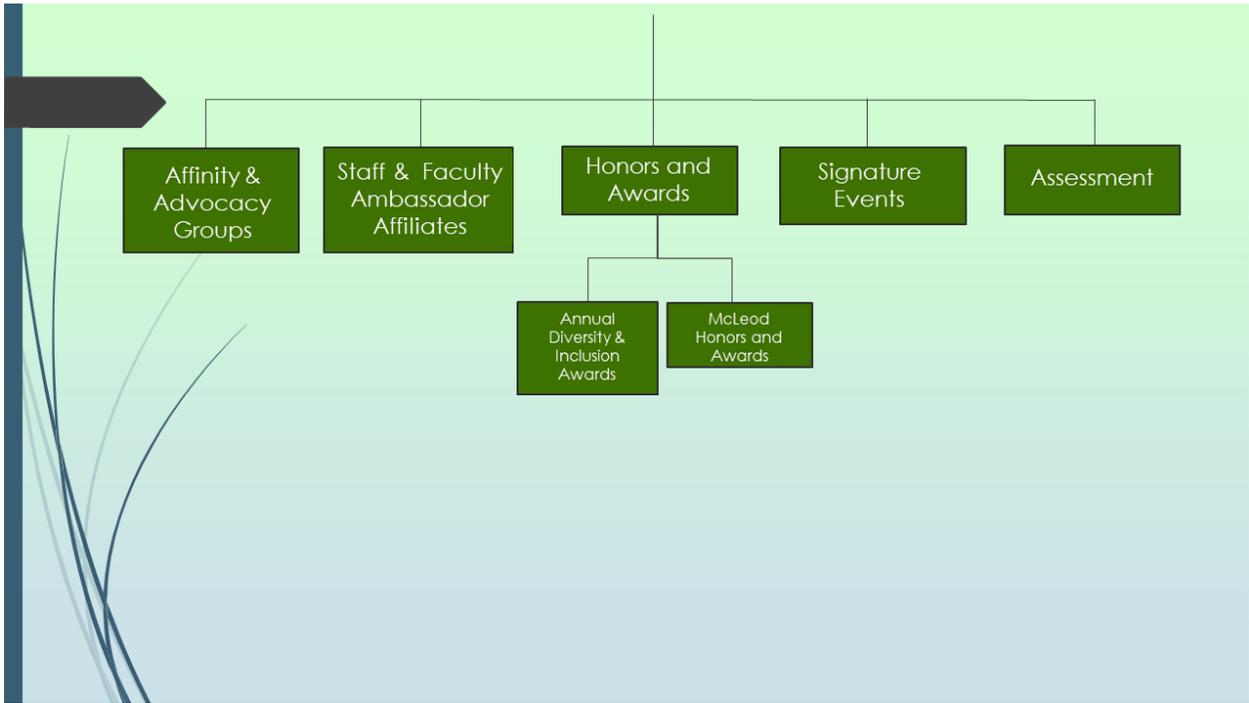
University currently has a growing infrastructure for supporting diversity and inclusion work. This includes multiple units and advocacy groups that do training for

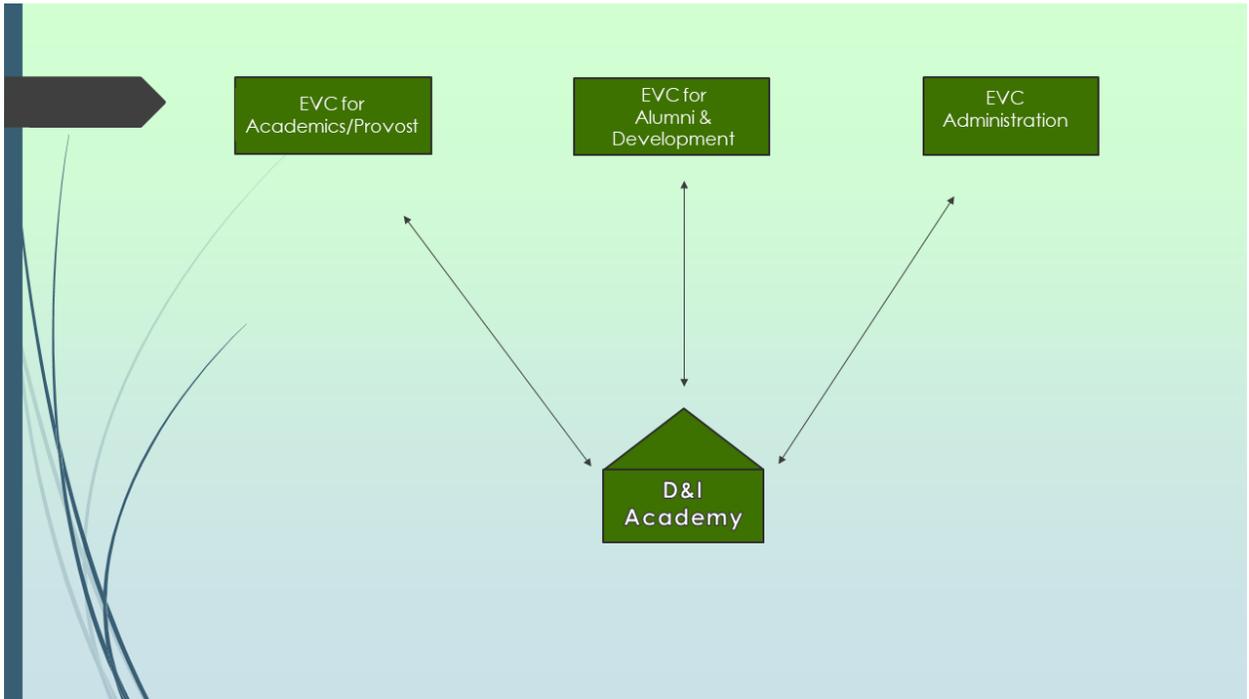
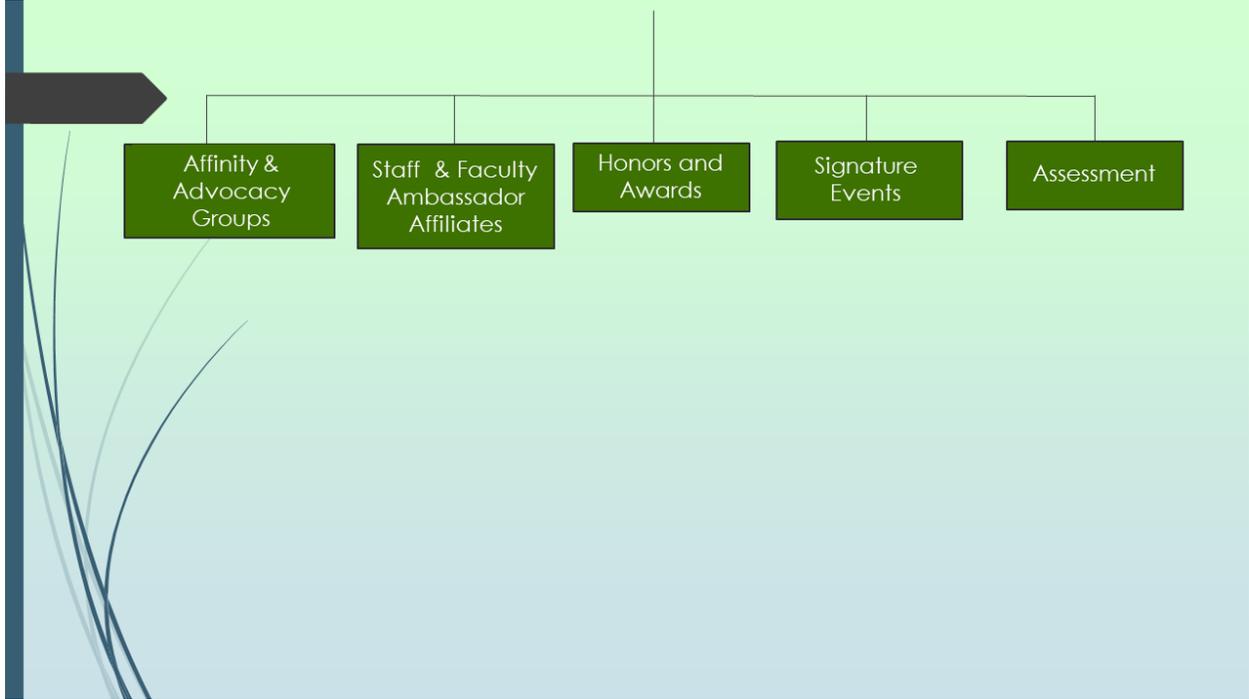
faculty members, staff, and students, e.g., Human Resources; the Ombuds offices; the Office of Supplier Diversity; Alumni and Development's new Director of Affinity Engagement; the Vice Chancellor for Student Affairs and the Center for Diversity and Inclusion; the new Office of Student Success; The Teaching Center; and the Office of the Vice Provost for Faculty Advancement and Institutional Diversity. The Academy would serve as a key partner with all of these existing stakeholders and, along with the student-facing Center for Diversity and Inclusion, become an additional hub for changing the climate and culture at Washington University in St. Louis

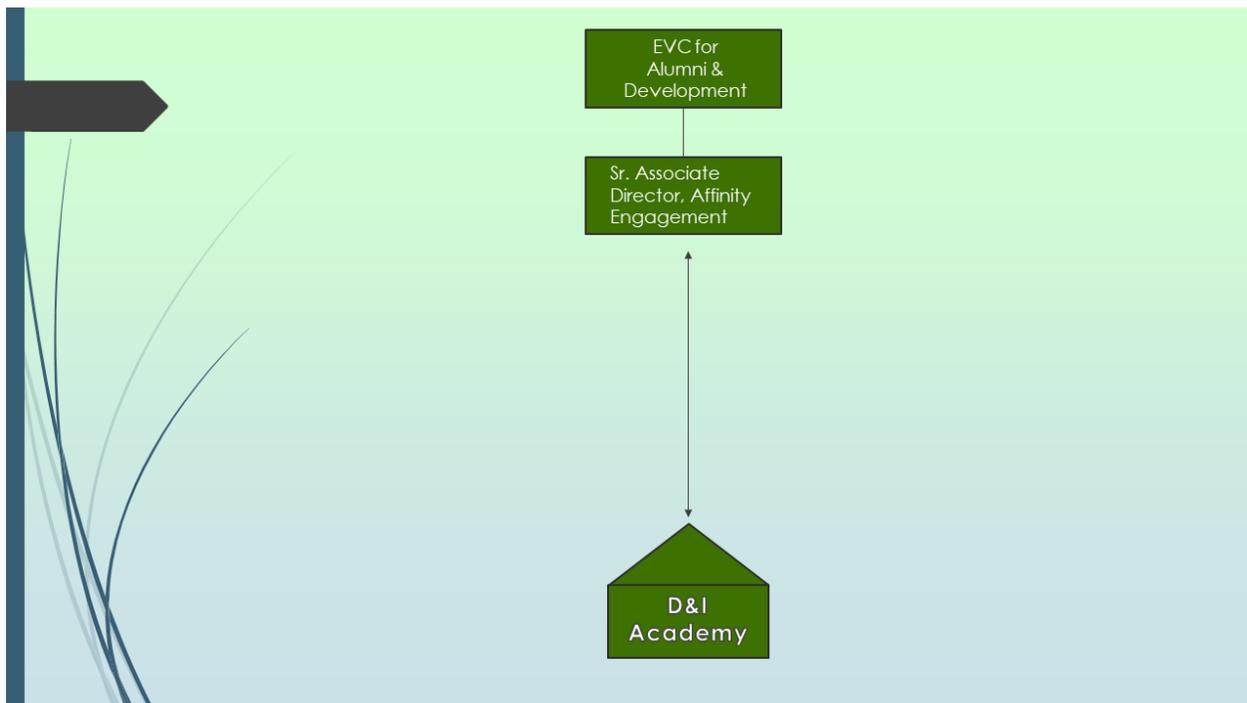
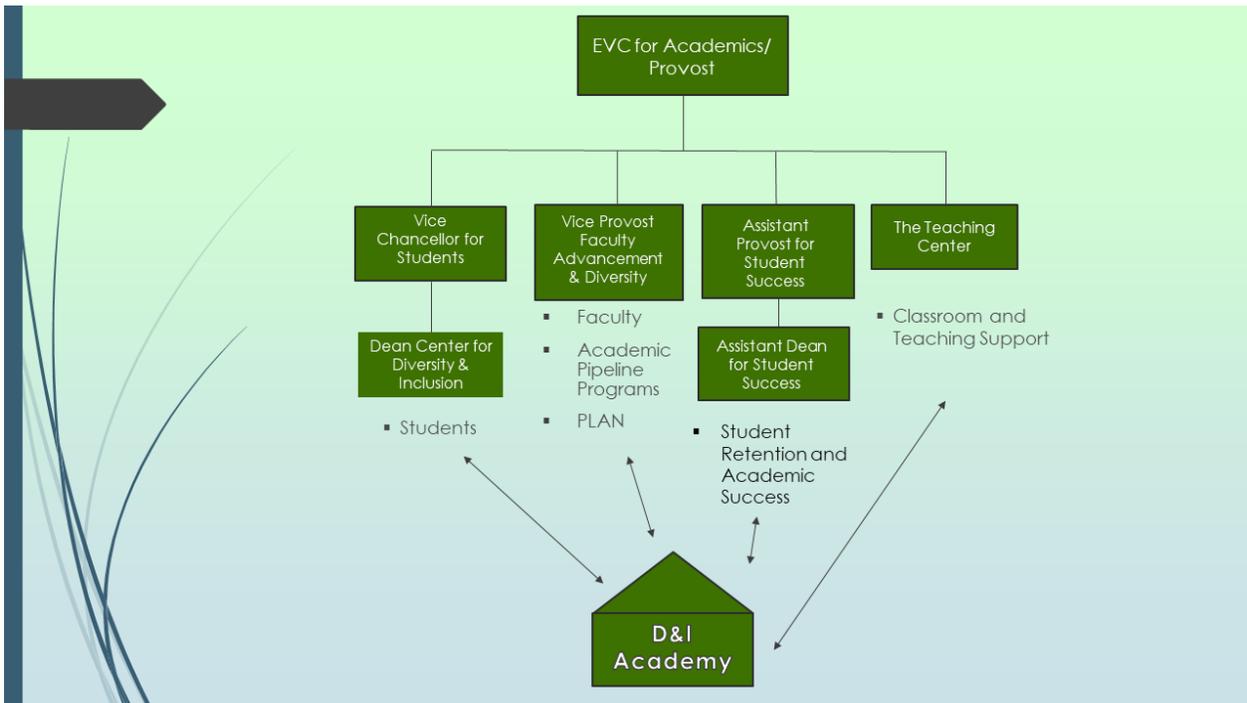


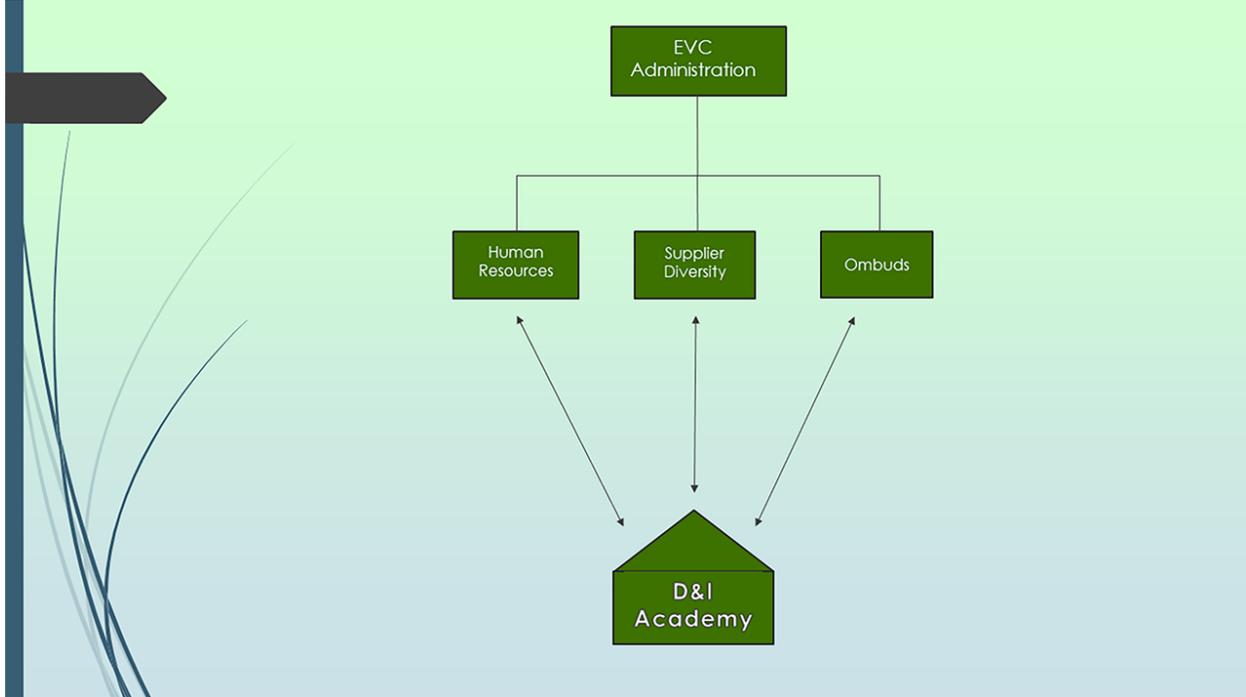












THE ACADEMY RECOMMENDATION EFFORT WAS LED BY THE FOLLOWING COMMISSION MEMBERS:

Adrienne Davis,
Vice Provost, William M. Van Cleve Professor of Law

Denise DeCou, Director
Diversity and Inclusion, Content Development and Program Delivery,
Office of Human Resources

To view the full report click [here](#);
to view the Executive Summary of the report, click [here](#).