

Petition	University Strategic Diversity Initiatives	Theme & Area of Responsibility
<p>Increase the percentage of Black and Brown tenured-track faculty, upper administration and full-time staff by no less than 25% by 2023.</p>	<p>Identify opportunities to more intentionally recruit underrepresented student populations, including assessing academic course offerings, co-curricular opportunities, and community engagement.</p> <p>Faculty Diversity Recruitment Search Committee training currently underway.</p>	<p>Academic Affairs: Faculty recruitment/support</p> <p>Human Resources: Staff recruitment/support</p>
<p>All departments outline and make public how their hiring and tenure processes work.</p>	<p>Expand mentorship opportunities for underrepresented faculty and staff through programs including the Appalachian Leadership Development Program.</p>	<p>Academic Affairs: Faculty recruitment/support</p> <p>Human Resources: Staff recruitment/support</p>
<p>Tenure processes should recognize mentorship and service.</p>	<p>Increase forums through which diverse scholarship and thought can be shared institutionally.</p> <p>Increase professional development to include the principles of inclusive excellence.</p>	<p>Academic Affairs: Faculty recruitment/support</p>

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<p>Office of Human Resources partner with BFSAs to develop resources that aid in the recruitment and retention of Black faculty/staff.</p>	<p>Expand recruitment strategies, including providing support for relocation expenses. (Diversity Recruitment Search Committee training model currently in place can be replicated/expanded.)</p> <p>Reduce the numbers of “underutilized” areas reported in the annual EEO/Affirmative Action plans for SHRA and EHRA employees through inclusive recruitment and hiring practices.</p> <p>The Faculty Recruitment group led by James Douthit and team is including mentorship development as part of the group’s retention-focused efforts.</p>	<p>Academic Affairs: Faculty recruitment/support</p> <p>Human Resources: Staff recruitment/support</p>
<p>University implement exit interviews from students, faculty, and staff of color regarding their university experience. Compile data, publish report.</p>	<p>Identify and address barriers to underrepresented student persistence.</p> <p>Expand formal opportunities for students to be mentored by faculty including the development of diversity-related scholarship.</p> <p>Sustain improvements regarding graduation rates of underrepresented students.</p>	<p>Academic Affairs: Faculty recruitment/support</p> <p>Academic Affairs: student retention/support</p> <p>Human Resources: Staff recruitment/support</p>

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<p>Hire Black and LGBTQIA+ affirming medical professional in at least the following roles: Nurse Practitioners, Registered Nurses, Office Staff/Support, Counselors, and Sexual Assault Nurse Examiner (SANE).</p>	<p>Work with Human Resources to increase diversity in applicant pools. Discussions have taken place to require searches to submit a diversity recruitment report prior to inviting candidates to campus.</p>	<p>Student Affairs: Student support</p>
<p>TeleHealth services that aid and support our vision of increasing accessibility to Black Medical Professionals with no student fee increase.</p>	<p>Active work underway to expand access to more diverse mental health providers through our expanded use of telehealth services.</p>	<p>Student Affairs: Student support</p>
<p>All program areas within the University should conduct a review of their curricula and incorporate culturally responsive pedagogy.</p>	<p>Incentivize course revisions to include learning tools, instructional practices, student learning outcomes, and resources emphasizing diversity and inclusive excellence.</p>	<p>Academic Affairs/Faculty Senate: Curriculum development</p>
<p>Allocate additional funding and support to faculty and staff of color researching social-justice, anti-Semitism, and anti-racist work.</p>	<p>Incentivize research on diversity and inclusion/inclusive excellence topics.</p>	<p>Academic Affairs: Faculty recruitment/support</p>

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<p>Creation of a Social Justice designation. requirement for all general education.</p> <p>General Education committee meet and discuss recommendations for the courses.</p>	<p>General Education evaluation of Inclusive Excellence initiatives underway.</p>	<p>Academic Affairs/Faculty Senate:</p> <p>Curriculum development</p>
<p>Notify the student body, alumni, faculty, and staff on the current administration’s stance and actions on issues directly affecting marginalized identities.</p>	<p>Develop a centralized diversity metric data dashboard.</p> <p>Develop tracking mechanisms to monitor progress and celebrate successes.</p> <p>The Chief Diversity Officer and CDO Advisory Board will annually track progress toward implementation of the recommendations and meeting the goals set forth by the plan.</p> <p>Core statistical information on student, faculty, and staff will be collected, monitored, and shared with campus.</p> <p>For efficiency, metrics will be triangulated based on data collection methods such as the system-wide Employee Engagement Survey, focus groups, and campus climate surveys.</p> <p>This process will be monitored and evaluated by the Chief Diversity Advisory Board.</p>	<p>Chief Diversity Officer/University Communications:</p> <p>Develop metrics</p> <p>Communicate metrics</p>

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Continue the practice of accepting students according to strong qualifications regardless of standardized testing during the admissions process.	Evaluate the expansion of admissions professional team to include counselors dedicated to specific populations or identity groups.	Academic Affairs: Student recruitment
Following in the steps of Wake Forest University, Appalachian State University become accessible to students who are presently marginalized from attending.	Sustain improvements regarding retention rates of underrepresented students.	Academic Affairs: Student retention
Athletics immediately draft and institute action plans that focus on education, retention, and mentorship in order to end the exploitation of Black student-athletes.	<p>Continue improving the Mountaineer Rise Program.</p> <p>Focus on career coaching, mentorship and networking opportunities.</p> <p>Collaborate with Career Services for specific programming to assist student-athletes.</p> <p>Work with our newly formed Culture Committee to identify specific areas for improvement.</p>	Athletics/Academic Affairs/Student Affairs: Student retention/support
Athletics hire more coaches, faculty, staff, trainers, and administration of color.	<p>Be intentional in the recruitment and hiring of more people of color.</p> <p>Work with newly formed Athletics Culture Committee to identify recruiting strategies and opportunities.</p>	Athletics/Human Resources: Staff recruitment/support

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<p>The board of Student Support Services (SSS) provide resources and support for students of color in career development and better prepare them for graduate school(s).</p>	<p>Career Development is ready to engage in greater support resources for students of color.</p>	<p>Student Affairs: Career Development</p> <p>Academic Affairs: Student retention/support</p>
<p>The board of Student Support Services (SSS) create an email listserv for Black and Brown students to receive notifications about events and support opportunities.</p>	<p>Thorough review of email listservs and processes, led by Information Technology Services and University Communications, planned for 2020-21 academic year.</p>	<p>Chief Technology Officer/University Communications/Student Affairs/Academic Affairs: Student retention/support</p>
<p>The board of Student Support Services (SSS) implement mandatory culturally responsive training for all Student Affairs professionals in order to better advise and serve students.</p>	<p>Formalize trainings for critical audiences to enhance and assess institutional inclusion, including, but not limited to, supervisors and search committees.</p>	<p>Human Resources/Student Affairs: Staff recruitment/support</p>
<p>Reestablish the position of Associate Vice-Chancellor of Equity, to report to CDO.</p> <p>Chief Diversity Officer govern the following: The Title IX Office, The Associate Vice-Chancellor of Equity, Diversity, Inclusion & Compliance, and the staff of both offices.</p>	<p>Evaluate current expectations of the CDO Office and provide recommendations for structures and practices to maximize efforts for inclusion and growth.</p>	<p>Chancellor/Academic Affairs/Chief Diversity Officer: CDO resources</p>

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<p>Create an accessible and publicly known Bias Incident Reporting Protocol for student complaints about biased comments, attitudes, and actions made by students, staff, faculty, and administrators.</p> <p>Bias Incident Reports will be submitted to the Office of the Associate Vice-Chancellor of Equity, Diversity, and Compliance.</p> <p>Bias reports are fielded by Maxient.</p> <p>Information regarding the purpose of and access link to this form be included in the syllabus of each academic offering from the university with the same regard as ADA Compliance.</p>	<p>Streamline reporting and response structures in regards to incidences of harassment or discrimination, including providing active education regarding implicit bias and retaliation.</p>	<p>Academic Affairs/Student Affairs/Faculty Senate: Bias reporting</p>
<p>Bias Reporting Incident Form be marketed in ALL housing, recruitment/retention initiatives, and programs.</p>	<p>University Communications has allocated additional personnel support to assist in communications and marketing diversity and inclusion efforts.</p> <p>University Housing stands ready to assist in these communications efforts.</p>	<p>Academic Affairs/Student Affairs/Faculty Senate/University Communications: Bias reporting</p>
<p>Student Government Association adds the position of Director of Diversity & Inclusion to the Constitution of the Student Government Association.</p>	<p>SGA leadership has indicated they are supportive of making this change.</p>	<p>Student Government Association: SGA makeup</p>

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<p>Intercultural Student Affairs create and fund a peer educator program for social justice and anti-racism.</p> <p>Intercultural Student Affairs create a Social Justice Center with a mission of providing an anti-racist space for action, with qualified faculty to rotate office hours each week in the Center.</p> <p>Revamp ISA to receive additional funding, and additional staff to be more responsive to the needs of students.</p> <p>ISA to receive more institutional support for student-centered programs and initiatives intended to enhance the student experience for marginalized groups.</p> <p>Work with SGA to add an additional \$2 fee to student fees directed towards Diversity & Inclusion initiatives earmarked for students and to be managed by the ISA Office.</p>	<p>Enhance Intercultural Affairs to include heightened student support for engagement and retention.</p> <p>ISA, under new director, to develop strategic plan.</p> <p>Student Affairs established a multicultural student organization fund in 2016.</p> <p>Revisit the marketing of these resources to ensure broad awareness.</p>	<p>Student Affairs/Student Government Association: Student retention/support</p>

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<p>Appalachian State University adds an initiative to its Strategic Plan that commits the university to make a conscious effort of supporting marginalized black-owned businesses when accepting/negotiating bids and, or negotiating external contracts for university services and needs below or equal to \$5,000.</p>	<p>Develop metrics and goals for university use of small and Historically Underutilized Businesses, as defined and encouraged by NC General Statutes.</p> <p>Sustainable purchasing guidelines under development.</p>	<p>Business Affairs/Office of Sustainability: Sustainable purchasing practices</p>
<p>Annual report of contracted services allotted to marginalized-owned (i.e. businesses owned by Women, Black-Indigenous and Persons of Color-Owned) businesses to display the institution’s commitment to supporting and uplifting marginalized groups.</p>	<p>Make annual reporting of these metrics more visible for university constituents.</p>	<p>Business Affairs/Office of Sustainability: Sustainable purchasing practices</p>

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<p>Formation of a menu committee with Appalachian State University’s Campus Dining to plan out menus a year ahead, looking at trends, collaborating with near-by businesses to offer students culturally authentic food by the academic year 2021-2022. In addition, receive input from students when adding culturally authentic food to campus dining on a rotation and markets. Serving culturally authentic food on campus would expose students to cultures that they might not have previously experienced. It is important to note that culturally authentic food should not be appropriated or tokenized.</p>	<p>Campus Dining leadership team meetings underway to review and discuss Campus Dining menus items and concepts for the 2020-21 academic year, to include consultation and review of menu items for authenticity and avoid cultural appropriation.</p> <p>Student Advisory Board and local business collaborations underway.</p>	<p>Business Affairs/Office of Sustainability: Sustainable purchasing practices</p>
<p>University take a public stance regarding tuition equity for undocumented students.</p>	<p>University Communications & Office of General Counsel coordinate on legal and policy communications and make recommendations to Chancellor’s Council.</p>	<p>Office of General Counsel/University Communications: Policy Communications</p>

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<p>Appalachian Popular Programming Society (APPS) should intentionally gear events toward students of Color by collaborating with cultural clubs and organizations to bring a minimum of four or more culturally relevant entertainment (musicians, comedians, film series, etc.) per academic year.</p> <p>APPS to consult with the respective cultural organizations on campus: Asian Student Association (ASA), Black Student Association (BSA), Latin Hispanic Alliance (LSA), and the Native American Student Association (NASA) representatives when planning/facilitating cultural programming.</p> <p>Representatives from the four organizations: ASA, BSA, HSA, and NASA have seats from each organization appointed for their collaboration in ongoing planning for Cultural Awareness and Student Engagement (CASE) programs.</p>	<p>APPS in process of reworking and streamlining methods of collaboration, recommitting to improving internal processes and relationships with outside organizations, that include Cultural Clubs and Organizations; requesting open dialogues with the Cultural Clubs and Organizations to discuss working jointly to find the most effective partnerships and representation within the APPS programming board.</p>	<p>Student Affairs/Arts Engagement: Arts and Cultural programming</p>
<p>Student Engagement and Leadership/Campus Activities staff should be trained to properly screen events to identify potentially racist and/or culturally insensitive events.</p>	<p>A variety of training opportunities are being discussed for staff in Student Affairs. The Student Affairs Diversity & Inclusive Excellence committee is finalizing ongoing training for 2020-2021.</p>	<p>Student Affairs/Arts Engagement: Arts and Cultural programming</p>

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<p>Campus Activities and Code of Student Conduct policies include severe discipline and educational intervention for all clubs and organizations affiliated with the university that host culturally insensitive events.</p>	<p>Office of Student Conduct will work with the Office of the General Counsel, and Student Engagement & Leadership to examine the Code of Student Conduct, as well as the Organizational Code of Conduct.</p>	<p>Office of General Counsel/Student Affairs: Policy development</p>
<p>Student conduct board should increase its racial and ethnic diversity by advertising positions on the board to organizations serving marginalized and underrepresented students.</p>	<p>Office of Student Conduct will work with organizations serving marginalized and underrepresented students to promote opportunities for involvement.</p>	<p>Student Affairs/University Communications: Communications</p>
<p>Increase the level of marketing regarding its diversity scholarship opportunities to incoming and ongoing students at the university.</p>	<p>University Communications and Enrollment Management working together to streamline and centralize marketing efforts for greater efficiency and effectiveness.</p> <p>Enrollment Management implementing software to make scholarship application and eligibility easier to access and award for students.</p>	<p>Academic Affairs/University Communications: Marketing Communications</p>

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<p>Cultivate more scholarship opportunities for marginalized people that are not directly allotted by a merit-based scholarship designation.</p>	<p>Create a prospect list (individuals, foundations and corporations) and formulate a cultivation and engagement strategy for increasing scholarship opportunities focused on diversity and underrepresented students.</p> <p>Assign key fundraisers to specifically fundraise for these scholarships.</p>	<p>University Advancement/Foundation:</p>
<p>Creation of a standing committee charged with accountable implementation of equity initiatives. This committee should consist of nine individuals including Black students, faculty, staff, and alumni.</p>	<p>Development of accountability group to coach, provide feedback, share challenges and celebrate successes.</p> <p>Work will be led by the staff/faculty who can implement the work.</p>	<p>Chancellor’s Council/Accountability Team: Accountability Initiatives</p>