Inclusive Excellence

Office of Inclusive Excellence

Introduction

The primary purpose of the Office of Inclusive Excellence is to ensure that all students, faculty, and staff have an equal opportunity to participate in all aspects of University life. McNeese State University does not discriminate with regard to ethnicity, race, color, sex, national origin, sexual orientation, religion, disability, veteran status, or age, in employment or the provision of services.

The Chief Diversity Officer is the University's Inclusive Excellence Officer and investigates complaints of discrimination, including sexual harassment. The division prepares the Affirmative Action Plan for Employment and manages the hiring process, diversity training programs, the applicant tracking system, and assists the University administration on matters relating to institutional compliance. The division implements and manages compliance with and promotes programs and activities to support the Americans with Disabilities Act Amendments Act of 2008 and the Affirmative Action Program.

The division is committed to diversity, interculturalism, and equality by providing information, services, and training and development opportunities for faculty, staff, and students. Individually and in collaboration with other divisions and departments, the office develops and implements training programs and activities to promote a welcoming, nurturing, and equally beneficial campus environment to students, faculty, staff, and visitors. The Chief Diversity Officer engages in outreach activities to campus units and external groups in the local community, state, region, and nation. Dr. Snowden also serves as the ADA Coordinator and the Title IX Coordinator for McNeese.

The Title IX coordinator monitors and evaluates campus efforts to meet requirements of the 1972 federal legislation which prohibits all forms of sex discrimination in educational institutions that receive federal funding. Beyond meeting the requirements for resolving sex discrimination and sexual harassment issues, the coordinator helps to create and maintain a University campus community committed to positive values of equal opportunity and free from all forms of harassment, discrimination, exploitation, or intimidation.

Our services are available to any students matriculating at McNeese State University. We can be contacted by e-mail, and all services are listed on the McNeese State University webpage.

Performance Objective 1 Ensure diversity in the hiring process with regard to non-merit factors.

1 Assessment and Benchmark

Benchmark: Utilize the applicant tracking system to determine the reasonable utilization of minorities and females in at least 12 of the identified 17 job groups at McNeese. Reasonable utilization is 80% of the percent of employees available in the recruitment area.

1.1 Data

Academic Year	# of job groups that maintain reasonable utilization of women	# of job groups that maintain reasonable utilization of minorities
2016-2017	15/17	15/17
2017-2018	15/17	15/17
2018-2019	15/17	15/17

DiversityEDU for Search Committees 2018-2019   [XLSX 11 KB 7/23/19]

1.1.1 Analysis of Data and Plan for Continuous Improvement

2016-2017:
- The University's analysis, conducted in accordance with OFCCP regulations, reveals that for women, incumbency is less than availability by a statistically significant amount in job groups 03 and 06. However, our more detailed analysis concludes that there is no significant problem concerning women utilization.
- The University's analysis, conducted in accordance with OFCCP regulations, reveals that in some job groups for minorities, incumbency is less than availability by a statistically significant amount in job groups 02 and 08. However, our more detailed analysis concludes that there is no significant problem concerning minority utilization.

2017-2018:
- The University's analysis, conducted in accordance with OFCCP regulations, reveals that for women, incumbency is less than availability by a statistically significant amount in job groups 03 and 06. However, our more detailed analysis concludes that there is no significant problem concerning women utilization.
- The University's analysis, conducted in accordance with OFCCP regulations, reveals that in some job groups for minorities, incumbency is less than availability by a statistically significant amount in job groups 02 and 08. However, our more detailed analysis concludes that there is no significant problem concerning minority utilization.

2018-2019:
- Introduced DiversityEdu mandatory training to reduce unconscious bias in the search committee screening.
- There were 114 faculty and staff trained.
- Feedback was mixed. Had comments that indicated it was very long (over an hour), but many commented that is was thorough.

Performance Objective 2 Provide training opportunities and outreach activities to campus units and external groups that promote diversity.

1 Assessment and Benchmark

Benchmark: Arrange at least five instructional opportunities on campus.

DiversityEDU for Search Committees 2018-2019   [XLSX 11 KB 7/23/19]

1.1 Data

2016-2017:
- Black Faculty/Staff Social
- Webinar: Title IX and Trans Students Rights
- Webinar: Retention Strategies for Diverse and Underrepresented Faculty
- Webinar: Non-Tenure Track Faculty Compensation and Engagement
- Campus Supervisor Training Workshop: Supervision for a Social Justice Lens

2017-2018:
- Black Faculty/Staff Social
- Leadership Team for Community Diversity (Meets second Tuesday of each month)
- Chamber SWLA Diversity Task Force (Meets four times a year)
- Webinar: Top Five Challenges with the Clery Act and Title IX
- Webinar: Violence Prevention/De-Escalation of Emotionally Charged Situations
- Guest speaker for on-campus Title IX event
- Guest speaker for Black Student Summitt
- Guest speaker for Brown Bag Lunch Event
- Diversity presentation for SWLA Chamber of Commerce Staff

2018-2019:
Committee Work
- Leadership Team for Community Diversity (Meets 2nd Tuesday of each month)
- Chamber SWLA Diversity TaskForce (Meets four times a year)
- Committee on Diversity and Equity Initiatives (Meets each month)

Speaking Engagements:
- Guest Speaker: Leadership SWLA Class
- Guest Speaker: Athletic Students - Title IX and DiversityEdu Training
- Guest Speaker: Ties to Success
- Guest Speaker: The Legacy of Dr. MLK Jr.
- Guest Speaker: Strange Fruit: The untold story of lynching in Louisiana.

Training and Development 2017-18   [XLSX 19 KB 4/4/19]

1.1.1 Analysis of Data and Plan for Continuous Improvement

2016-2017:
- Development of the Black Faculty and Staff Task Force
  - Capital Campaign Endowed Scholarship
  - Capital Campaign In/Out

2017-2018:
- Black Faculty/Staff Social
  - Great event that allows the group to continue to expand our capital campaigns
  - Need more support from the employees
- Title IX Speech on Campus
  - Great opportunity to have conversations with students about services
  - Will enhance the knowledge base of the students that attended
  - Only a small portion of student population attended this event
- Guest Speaker for Black Student Summit
  - Not many students in attendance
  - Great interaction with the students that attended
- Black History Month Speaker for Brown Bag Lecture Series
  - Will continue with outreach efforts to provide knowledge of this area

2018-2019:
My position at McNeese as chief diversity officer affords me many opportunities to share with on-and off-campus constituents. I have the opportunity to speak and share on my diversity, equity, and inclusion knowledge. I plan to meet with all the deans this year and avail my ability to speak to classes or faculty/staff groups. I plan to be more intentional in my availability to on-campus groups.

Performance Objective 3 Participate in professional development opportunities.

1 Assessment and Benchmark

Benchmark: Engage in at least three professional development activities annually.

1.1 Data

2016-2017:
- Guest speaker on FERPA at Sowela Technical Community College
- CUPA conference presenter
- Speaker at Oak Park Elementary School

2017-2018:
- EEOC training
- CUPA/HR conference presenter
- ULS Inaugural Conference attendee
- NADOHE Conference attendee
- AAAED Annual Conference attendee

2018-2019:
- Webinar: Sexual Misconduct in the Academy - this webinar provided data about ways to update policy and combat sexual misconduct on the college campus.
- Webinar: Budget Savvy: An Elusive Skill for Chief Diversity Officers - Dr. Elmira Mangum discussed what Chief Diversity Officers could do to increase good financial practices
- Webinar: Closing the Opportunity Gap in STEM Through Mentorship - Dr. Maureen Biggers and Dean Aaron Bobick discussed ways to increase the pipeline for women in STEM fields
- Webinar: An Ex-EEOC and OFCCP Statistician's Perspective on Pay and IRA Analyses - This webinar helped me understand the different statistical techniques utilized by both agencies for analyzing hiring and compensation data.
- Webinar: Inclusive Excellence Webinar Summit The Cheetah and the Wolf Diversity Crisis Readiness and Response - Dr. Damon Williams discussed how universities should use the "wolf" approach to handle crisis rather than the "cheetah". The "cheetah" approach was reactive and not allowed to be centralized in the institution mode of operation.
- Webinar: Speaking Truth and Acting With Integrity: Navigating A Campus Racial Crisis - presented by the American Council on Education. This webinar also was accompanied by a 20 page booklet that outlines issues a campus may encounter when dealing with racial issues.
- Webinar - Compassion Fatigue and Self-Care for Diversity Professionals - NADOHE provided a webinar panel with William T. Jones, Calvin Chin,and Shawn Maxam. They addressed the issue of Fatigue and Self Care for individuals that work with diversity, equity, and inclusion.
- Webinar: Laying the Foundation for Building a Diverse and Inclusive Workforce - Presenters Roberta Maldonado Franzen and Kelli Willie offered suggestion on how to showcase diversity through institutional branding and social media, using metrics for best diversity hiring practices, and incorporating diversity and inclusion principles in the candidate to new hire process.
- Webinar: Digital Attacks on Diverse Populations and Institutional Inclusion Confirmation - Ryan Gavin discussed what universities should look for in attack that are digital in nature.
- Webinar: Compliance Update on Anti-Harassment Training Mandates - This webinar referenced the latest legal updates on harassment prevention training.
- 2019 NADOHE Annual Conference - March 6-9, Philadelphia, PA
- 2019 AAAED Annual Conference - June 11-13, Indianapolis, IN

1.1.1 Analysis of Data and Plan for Continuous Improvement

2016-2017:
Track more in the next year.

2017-2018:
Track more in the next year.

2018-2019:
The benchmark was met. I will increase the number of professional development activities in which I engage to seven effective 2019-2020.