Inclusion Committee Survey: General Feedback

Suggestions for Goals

- Include more diversity on this committee.
- Partnering with the new coordinator of LGBT programs to identify policy and practices that could better support LGBT students and employees.
- Support Native student success.
- Inclusion Panel with faculty, students, and staff.
- With the exception of (most) inclusion training, NDSU’s services for inclusion advancement (offices, committees, and training) seem awfully segregated between faculty, staff, and students. Hard to be inclusive with the majority of offices exclusively offer services for students.
- Consider ideas that would transcend all employees and students. I think a goal would be to identify smaller, more easily implementable priorities to address to bring a sense of usefulness to the group while also working on some of the longer-term priorities.
- Improving university policies
- Work on ways to improve faculty/staff divide.
- Improve bias reporting process and make it more accessible and public, so students (especially) know where to go.
- Better promote the work of diversity that already occur on campus.
- Secure strong, public support from the President and his cabinet. This is an issue that needs the attention and commitment of every area of campus. Whether true or not, the general feeling on campus is that diversity and inclusion efforts have gone by the wayside or not been supported in the past five years.
- Meet more often/on a regular basis.
- More diverse branding (not looking so staged) - billboards/publications that I have seen have primarily been traditional Caucasian students.
- Increase fully certified Safe Zone Training Allies
- Define Diversity Enrollment goal
- Hiring diverse staff and faculty.
- We could support the efforts of the CSWF to initiate an anti-bullying policy at NDSU.
- I think we need to advocate the importance of increased diversity and international/global perspectives to upper administrators.
- Developing resources for teaching diverse students. (How can we advance an agenda of inclusion when we are not providing clear access to services to the main points-of-contact for the diverse student populations NDSU is aiming to increase?)
Suggestions for Readings

- *Feminism is for Everyone* belle hooks
- *Trans* in College by Z Nicolazzo
- *Race Talk and the Conspiracy of Silence* by Derald Wing Sue
- *Teaching for Diversity and Social Justice* by Adams, Bell, and Griffin
- *Readings for Diversity and Social Justice* by Adams, Blumenfeld, Castaneda, Hackman, Peters, & Zuniga
- Quay, L. (2017). Leveraging mindset science to design educational environments that nurture people's natural drive to learn, Mindset Scholars Network. [http://mindsetscholarsnetwork.org](http://mindsetscholarsnetwork.org)
- *Encouraging Authenticity and Spirituality in Higher Education*, Chickering, Dalton, and Stamm
- *New Perspectives on Racial Identity Development*, Charmaine Wileyeyesinghe
- Trauma Informed Care and Adverse Childhood Events research