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Message from the President

President, Frederick G. Slabach

Texas Wesleyan University is committed to providing its students and employees with the opportunity to live, learn and work in a safe, respectful and inclusive environment. We strive to create this environment by cultivating a culture of diversity and inclusion at every level of our institution.

This Campus Diversity and Inclusion Strategic Plan outlines four critical components to creating an inclusive environment: 1) diversifying employee and student demographics; 2) weaving diversity and inclusion into our curriculum; 3) supporting and celebrating campus diversity; and 4) fostering accountability through institutional leadership and administration.

Our commitment to diversity and inclusion directly supports Texas Wesleyan’s mission and 2020 Vision strategic plan. Diversity drives innovation, which is a vital component to teaching students to think critically and preparing them to compete on a global scale. And our 2020 Vision states that our student population and faculty and staff will represent a diversity of backgrounds, ethnicities and cultural groups.

As we look to 2020 and beyond, we know that our dedication to diversity and inclusion will continue to strengthen and enrich our campus community and increase Texas Wesleyan’s competitiveness in an ever-changing higher education landscape.

Frederick G. Slabach
President
Executive Summary

In accordance with Texas Wesleyan University’s mission to develop students to their full potential as individuals and as members of the world community, we present the campus diversity and inclusion strategic plan proposal.

Increasing multicultural awareness and cross-cultural competencies is an integral part of our Diversity and Inclusion Strategic Proposal. This proposal sets forth our functional definition of diversity that refers to the exploration of our collective experiences in a safe and positive environment through four existing dimensions:

1. representational diversity (demographics),
2. curricular and co-curricular transformation,
3. campus climate, and
4. institutional leadership commitment and accountability.

Diversity and inclusion efforts are essential to our continued growth, success and mission focus. This strategic plan proposal:

1. Promotes policies, practices and procedures that provide opportunities to increase diverse representation of students, staff, faculty and administrators.
2. Offers educational and training experiences to expand awareness, knowledge and cultural competencies for our campus community.
3. Provides resources to students and employees for positive and innovative solutions.

The Diversity and Inclusion Council consists of representatives from:

Dr. Allen Henderson, Senior Vice President/Provost
Dr. Dennis Hall, Vice President for Student Affairs/Dean of Students
Dr. Alison Simons, Assistant Professor of Sociology/Social Sciences
Joshua Rivers-Baker, Student - President, Black Student Association
Jamal Williams, Director of Collegiate Academy & College Credit Partnerships

Dr. Ricardo Rodriguez, Dean of Natural and Social Sciences
Angela Dampe, Associate Vice President of Human Resources/Title IX Coordinator
DeAwna Wood, Director of Alumni Relations
Laura Velazquez, Student - President, Social Justice League
Lisa Gallegos, Upward Bound Math and Science Bridge Coordinator
Christi Tallent, Human Resources Administrator
Goals of the 2020 Vision Plan

2020 Vision Plan - Academic Distinction
GOAL 1: To achieve high quality academic pre-professional liberal arts undergraduate and graduate professional programs

3. The faculty and academic staff will consist of individuals representing a diversity of backgrounds, ethnicities and cultural groups.
   a. The percentage of diverse faculty and staff will be equal to or exceed peer institutions as reported in the IR Annual Faculty Report and IPEDS.

2020 Vision Plan – Student Experience
GOAL 2: To enroll and retain motivated undergraduate and graduate students and provide moral, ethical and academic support to develop successful community and professional leaders.

3. The student population will be reflective of the ethnic diversity of Texas.
   a. Wesleyan’s and ethnic diversity will be at par with Texas as reported in the Census report.
Functional Definition of Diversity

The concept of diversity encompasses acceptance and respect. Functionally, it means understanding that each individual is unique, and recognizing and appreciating our individual differences as well as our similarities. These can be along the dimensions of race, ethnicity, gender, sexual orientation, national origin, socio-economic status, age, physical abilities, religious beliefs, political beliefs and other ideologies. Our functional definition of diversity is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.
Many colleges and universities measure the effectiveness of their diversity initiatives in various ways. We choose to assess our initiative by examining four highly espoused dimensions of diversity and inclusion. While these dimensions are interrelated, they are each distinct in their focus:

1. **Representational Diversity**: The degree to which the campus attracts, retains and develops diverse students, faculty and staff;

2. **Curricular and Co-Curricular Transformation**: The extent to which principles of multiculturalism, pluralism, equity and diversity are currently incorporated into the curriculum and co-curriculum;

3. **Campus Climate**: The degree to which the events, messages, symbols and values of the campus make it a welcoming and inclusive environment for all students, faculty, staff, and members of the broader community.

4. **Institutional Leadership and Commitment**: The clarity of expectations, investment of human and fiscal resources, and accountability as demonstrated through the words and actions of campus leadership at all levels.
The above chart shows the Fall 2015 demographic statistics based on ethnicity for Texas Wesleyan University faculty compared to the following list of peer institutions: Dallas Baptist University, Houston Baptist University, Oklahoma City University, Our Lady of the Lake University, St. Mary’s University, Union University, University of St. Thomas, and University of the Incarnate Word. Source: Integrated Postsecondary Education Data System (IPEDS) Fall 2015.
The above chart shows the Fall 2015 demographic statistics based on ethnicity for Texas Wesleyan University staff compared to the following list of peer institutions. Source: IPEDS Fall 2015
The above chart shows Texas Wesleyan University Fall 2015 student ethnic diversity compared to the July 1, 2015 State of Texas Census Report.
The above chart shows the Fall 2015 demographic statistics based on gender for Texas Wesleyan University faculty compared to the following list of peer institutions Source: IPEDS Fall 2015
Representational Gender Diversity – Staff

Staff Gender Comparison
Fall 2015

<table>
<thead>
<tr>
<th>University</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dallas Baptist University</td>
<td>48%</td>
<td>52%</td>
</tr>
<tr>
<td>Houston Baptist University</td>
<td>49%</td>
<td>51%</td>
</tr>
<tr>
<td>Our Lady of the Lake University-San Antonio</td>
<td>40%</td>
<td>60%</td>
</tr>
<tr>
<td>St. Mary’s University</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Texas Wesleyan University</td>
<td>42%</td>
<td>58%</td>
</tr>
<tr>
<td>University of St Thomas</td>
<td>46%</td>
<td>54%</td>
</tr>
<tr>
<td>University of the Incarnate Word</td>
<td>47%</td>
<td>53%</td>
</tr>
</tbody>
</table>

Legend:
- Male
- Female
The above chart shows the Fall 2015 demographic statistics based on gender for Texas Wesleyan University students compared to the following list of peer institutions.
Representational Gender Diversity – Student

The above chart shows Texas Wesleyan University Fall 2015 student gender compared to the July 1, 2015 State of Texas Census Report.
Curricular and Co-Curricular Transformation

The following is a synopsis of current curricular and co-curricular programs in which Texas Wesleyan University has implemented to support the curricular and co-curricular transformation dimension:

Bachelors of Business Administrations (BBA) Program Level Outcomes
The courses and activities in the BBA program are mapped to ethical sensitivity and reasoning in which students will demonstrate sensitivity and resonating in ethical dilemmas. Additionally, the course outcomes are designed to promote students appreciation of diversity in the workplace.

Upward Bound
The Federal TRiO Programs are Federal outreach and student services programs designed to identify and provide services for individuals from disadvantaged backgrounds. Texas Wesleyan University is proud to host two of the eight TRiO Programs, which include the Upward Bound and the Upward Bound Math and Science Programs.

Upward Bound (UB) and Upward Bound Math and Science (UBMS) provide fundamental support to high school students in their preparation for college entrance. These programs provide opportunities for participants to succeed in their precollege performance and ultimately in their higher education pursuits. The goal of the Upward Bound (UB) and the Upward Bound Math and Science (UBMS) programs are to increase the rate at which participants complete secondary education and enroll in graduate from institutions of postsecondary education.

Study Abroad Program
Studying abroad gives students the experience of a lifetime. Students are given the opportunity to embrace their dreams by exploring the many places around the world where they may spend a year, a semester or even a few weeks. By studying abroad, students are immersed in a brand-new country with incredible new outlooks, customs and activities. The benefits of studying abroad include the opportunity to see new landscapes, natural wonders, museums and landmarks of the host nation.
Campus Climate

Campus Climate is the degree to which the events, messages, symbols, values, etc., of the campus make it a welcoming and inclusive environment for all students, faculty, staff, and members of the broader community;

Black Student Association

Black Student Association (BSA) is open to all students and designed to inspire growth in the community through service, education and cultural awareness

Bilingual Student Association

The purpose of this organization is to serve and support bilingual students, expand cultural awareness, and to unite bilingual and all education students at Texas Wesleyan University.

Diverse-OC

Diverse-OC is a programming series aimed at reveling in the diversity and uniqueness of the students of Texas Wesleyan University. The series includes two programs: an International Dinner and Celebration of Culture.

Enactus

An international organization that connects student, academic and business leaders through entrepreneurial-based projects that empower people to transform opportunities into real, sustainable progress for themselves and their communities. Guided by our faculty, the student leaders of Enactus create and implement entrepreneurial projects around the globe. The experience not only transforms lives, it helps students develop the kind of talent and perspective that are essential to leadership in an ever-more complicated and challenging world.

Expanding Your Horizons

Texas Wesleyan University partners with local area middle schools to bring the Expanding Your Horizons (EYH) program to our community. Each spring the EYH conference hosts several hundred seventh- and eighth-grade girls for an all-day program of engaging workshops in the fields of math and science. The conference is held on a Saturday on the university campus. Nearly two dozen middle schools participate from Fort Worth and other regional districts and private schools.
First Day of College

The First Day of College: Science and Reading Camp is an annual event, organized by R. J. Wilson, Ph.D., Texas Wesleyan education faculty member, and Diane Kue, FWISD ESL Implementation Specialist, is a collaboration with Texas Wesleyan University’s School of Education and Fort Worth ISD elementary schools that educate second language learners from all over the world.

Gay Straight Alliance

By incorporating aspects of activism, support groups and social connections, the Gay Straight Alliance (GSA) is focused on creating an inclusive, positive environment for allies and LGBTQIA (lesbian, gay, bisexual, transgender, queer, intersex and asexual) students and faculty in order to promote acceptance, awareness and equality.

International Poetry Night

International Poetry Night is a collaboration with the creative writing club, PEN that hosts a night of artistic expression. Participants are able to share their poetry as well as read poetry in their native tongue. This program encourages several of the international students to read entries from their personal journals in their language without feeling judged or left out.

Model Arab League

Texas Wesleyan students have been participating in the National Council on U.S.-Arab Relations’ Model Arab League (MAL) Program for nearly 30 years. The program gives undergraduate college students the opportunity to learn about the politics and history of the Arab world and the art of diplomacy and public speech.

Project Search

Project Search is a national high school transition program on campus that helps students with disabilities gain employment. The program is a partnership between Fort Worth ISD, Goodwill, the Department of Assistive and Rehabilitation Services (DARS) and Texas Wesleyan University.

Social Justice League

The Social Justice League (SJL) is a combined organization between the sociology and criminal justice departments, with a goal to learn about and act on popular social issues that affect vulnerable groups in our community. We encourage all students, faculty and community members to take civic responsibility by staying informed.
**Student Veterans of America**

The goal of this organization is to ease the transition of veteran students into college life. Student Veterans of America is not an organization meant only for veterans. This organization is open to all students who want to support our veterans. It gives veterans and non-veteran students the opportunity to be a part of an organization that promotes an environment that is conducive to meeting and sharing common interests.

**Women Leadership Forum**

Annually the Texas Wesleyan University School of Business and the Student Government Association host a forum that is designed to offer reflection, conversation, networking and empowerment for women in leadership. The forum features prominent women in the Dallas/Fort Worth area sharing their experiences in the business and educational settings.

**Why Words Matter**

Why Words Matter is a discussion based program where students unpack why what we say is impactful to those around us. Students share stories on their experiences of how words have played a role in their lives.
Institutional Leadership and Commitment

Institutional Leadership and Commitment involves the clarity of expectations, investment of human and fiscal resources, and accountability as demonstrated through the words and actions of campus leadership at all levels.

Unified Harassment & Discrimination Policy

Harassment and discrimination, including sexual harassment and discrimination, are illegal under federal and state statutes, including but not limited to, Title VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, and the Texas Commission on Human Rights Act, and is prohibited at Texas Wesleyan University (the “University”).

The University is committed to providing an environment of academic study and employment free from harassment or discrimination to all segments of its community, that is, its faculty, staff, students (current or former), guests and vendors. It is the responsibility of members of the University community to conduct themselves so that their words or actions cannot be reasonably perceived as harassing, discriminatory, sexually coercive, abusive or exploitive, or as interfering with any other individual’s ability to study or work productively at the University. Furthermore, the University strictly forbids retaliation by any member of the University community against anyone who brings a charge of discrimination, sexual harassment or any other form of harassment.

Once the University has knowledge of conduct or behavior that could be reasonably construed as harassment or discrimination, action under this policy must be initiated and followed to its conclusion.
Four Dimensions of Campus Diversity and Inclusion Action Plan

The following strategies have been developed to support Texas Wesleyan University’s mission to develop students to their full potential as individuals and as members of the world community. The University is committed to diversity and inclusion by being an open, safe and welcoming learning environment for all students, faculty, staff and others in our extended community. The University’s diversity and inclusion actionable key milestone objectives for 2018 – 2020 will be to:

Representational Diversity

1. Partner with at least five professional organizations and institutions devoted to diversity to recruit highly qualified applicants to fill vacant faculty and staff positions.

2. Develop and execute an annual Spring Adjunct Faculty Job Fair to attract diverse applicants in the Fort Worth community.

3. Provide initial mandatory training to each search committee and hiring manager regarding equal employment opportunity guidelines, interviewing and diversity preferred best practices.

4. Increase recruitment and retention of first-generation, Hispanic, Black or African American, Asian and low-income students by documented metrics in Living Smaller Smarter employee customer service initiative.

Curricular and Co-Curricular Transformation

1. Increase the number of courses within the core curriculum with cultural competency principles and projects providing students with knowledge and experiences in multiculturalism and globalism by 20%.

2. Provide assistance to faculty in the development and practice of culturally relevant pedagogy in the classroom and through curriculum design
Campus Climate

1. Develop a Multicultural Committee to foster comprehensive awareness and appreciation of diversity, multiculturalism, and global interdependence for students, faculty, staff and our surrounding community members. The committee will develop programming with an increased emphasis on:
   a) Hispanic Heritage Month
   b) Native American Heritage Month
   c) Black History Month
   d) Women’s History Month
   e) Asian American History Month
   f) Asian Pacific Islander History Month
   g) LGBT History Month
   h) Disability Awareness Month
   i) Veteran’s Awareness Month

2. Develop a Campus Racial Climate Committee to conduct an assessment about how students, faculty, administrators and staff experience being on the Texas Wesleyan University campus.

Institutional Leadership and Commitment

1. Continue to examine and revise our University policies and procedures prohibiting discrimination, harassment and/or retaliation for students, faculty and staff based on race, color, religious creed, national origin, ancestry, citizenship status, gender, age, veteran status, marital status or disabilities.

2. Train and certify a Human Resource professional staff member through the Texas Diversity Council’s DiversityFirst certification or similar program to create and implement successful strategies for inclusion excellence.

3. Implement regularly occurring climate surveys for students, faculty and staff.
Budget Summary

To strategically execute the four dimension of diversity action plan, we must work to manage existing and new resources in ways that move the university toward inclusive excellence. Existing programs will continue to be funded by the designated departmental fund allocations. New programs and initiatives will be funded within the parameters of our current FY 2018 operating budget and community partnerships. Members of the Diversity Council are prepared to resourcefully offer programs and initiatives to support the goals of the 2020 vision.
Conclusion Statement

A diverse, equitable, and inclusive campus environment is a collective responsibility. Motivated by serving the public good, Texas Wesleyan University is dedicated to being a diversity and inclusion champion that exemplifies an unyielding commitment to a positive, enriching campus experience for all students, faculty and staff. The four dimensions of campus diversity provides an actionable pathway to inclusive excellence. Through the combined support of institutional leadership, transformative vision of the Diversity and Inclusion Council, and collaborative engagement of students and employees, the University will successfully shape impactful world changers.