Toward Race Equity and a Transformative Campus Climate: An Action Framework

CHANCELLOR’S FELLOWS FOR CAMPUS CLIMATE

BOARD OF TRUSTEES’ MEETING
Organizations often decouple formal commitments to equity, access, and inclusion from policies and practices that reinforce, or at least do not challenge, existing racial [social] hierarchies. This decoupling allows organizations to maintain legitimacy and appear neutral or even progressive while doing little to intervene in pervasive patterns of racial [and social] inequality.

Victor Ray
Be the change we seek

TRAINING  ACTION FRAMEWORK  ASSESSMENT
Leverage and Build Capacity for Training

- Identify training core of faculty and staff to support programs, units, and divisions.
- Provide consultation on best-practice facilitation and training strategies.
- Launch training core webpage portal to include framework and resources; facilitator and consultation request; training opportunities; map/link university-level training opportunities.
- Build internal training capacity via “training the trainers.”

Build Capacity for Action

Partners: UTLC, Office of Intercultural Engagement, Human Resources, ADVANCE, UNCG Faculty/Staff Consultants and Training Core, CACEDIE, Communications, ITS.
Finding Our Way Forward Begins with Knowing Where We Are

INSTITUTIONAL METRICS

The Conduent Report, 2018; Equity Indicators; Institutional Data

CAMPUS CLIMATE STUDIES


DISCOVERY ASSESSMENT

Evidenced-Based Assessment Tools, FSEDI Policy Review

Diversity Dashboard and Baseline Assessments

Partners: Institutional Research, ITS, Assessment and Accreditation, Office of the Provost, Faculty Senate Equity Task Force, UTLC, Human Resources, Faculty Senate Committee on Equity Diversity and Inclusion.
Student Needs – What are we Hearing?

• Students want to talk about their experiences; having meaningful dialogue opportunities are important.

• Virtual challenges to communication.

• Leadership opportunities, supports, internships etc. really matter. They have significant worries about their future.

• Economic, mental health and social supports are critical, especially for those with family responsibilities.
Ongoing and New Initiatives

• In partnership with Student Affairs, the Chancellor’s Fellows engage student groups. A new Mental Health Awareness Effort on campus will launch soon.

• The iBelong project continues to engage students, staff and faculty through presentations about sense of belonging. A new effort is the development of the Bias Awareness Response and Education Team.

• The Office of Intercultural Engagement remains an active place for building connections, even in the virtual environment.
To sustain our democracy, and enact our shared values of freedom, prosperity, equality, safety, and a brighter future for our children, we must solve our problems collaboratively.

Chancellor Franklin D. Gilliam, Jr. 2020

Together, we can shape our shared fate. Together, we can take giant steps.

Chancellor Franklin D. Gilliam, Jr. 2016