

April 5, 2016

Dr. William Tsutsui, President
Hendrix College

Dear President Tsutsui,

The President's Task Force on Diversity and Inclusion has worked over the past few months to respond to the charge that you have given us. We have conducted several public meetings, met with committee and sub-committees and sought input from other community members. Through these efforts, we were able to identify some key points of need.

As requested, we have identified both long term and short term recommendations that are meant to make our community stronger and more inclusive. There are a number of solutions that we have identified that we can implement right now. We also believe in the importance of developing a Center for Diversity and Inclusion as a high priority for our community. We are hopeful that this is a project that can move forward as a speedy pace.

Recommendations from Task Force

1. Create a Center for Diversity and Inclusion
 - a. The Center should be staffed by a diverse leadership team lead by two assistant directors. The first position would focus on multiculturalism, cultural and social justice programming, and develop partnerships/collaborations with key departments/programs. The second position would focus on Gender and Sexuality, support for LGBTQ students, sexual misconduct/assault education and prevention, and support initiatives (safe zone, ally training). We also support the creation of a program manager position which would work to oversee the space and the development of student leadership positions within the program.
 - b. The Center should be located at the heart of the campus (SLTC) and should include space for offices, resource centers for students and student organizations, and space for students to gather.
 - c. The Center would work to create programming aligned with the diversity mission and would work to provide support to our under-represented students through mentoring and programs. The center staff will also serve as advocates for students in response to concerns and connects them to the appropriate resources and offices.
2. Commit to a regular campus diversity climate survey and work to identify target areas and strategies for improvement. We would like to see this survey completed in Spring 2016.
3. Commit to an educational strategy for diversity and Inclusion within our community
 - a. Providing funding for extended orientation programs on diversity and inclusion
 - b. Work with Explorations to include diversity and inclusion as a part of curriculum
 - c. Consider ways to imbed curricular reinforcement through either learning domains or increased diversity of course offerings.
 - d. Create a Social Justice scholarship for incoming students and charge that group with work to improve our community awareness regarding social justice issues.

- e. Commit to developing a strong bystander intervention program on campus.
4. Review and change key policies that have an impact on our community
 - a. Consider requirement of an essay on diversity as part of admissions process
 - b. Review housing policies for more inclusive gender language
 - c. Consider expansion of co-ed housing options
 - d. Review policies and sanctions for violation of community standards. Make sure those policies are clear and effective.
 - e. Establish a Bias Response team that will provide the campus with clear information on reporting bias incidents and response.
5. Develop a plan for increasing the diversity within our faculty and staff.
6. Increase funding for programs which impact under-represented groups on campus
 - a. Consider the implementation of a multicultural fee similar to the fee used by the Sustainability Committee.
 - b. Require regular reviews and reporting on the use and implementation of the student activity fee by the Chief Diversity Officer and the Dean of Students.
 - c. Provide additional funding to support groups through the Multicultural office.
 - d. Commit to more funds for bringing in speakers who enrich our campus and offer expertise in the area of understanding privilege and bring expanded perspectives to our campus.
7. Continue work on actions that create a welcoming environment for our campus
 - a. Create the support structures necessary for the work of the VP for Diversity and Inclusion
 - b. Provide support for our multicultural clubs to help ensure that information (directories, web pages, etc.) about these important resources are up to date. Consider the development of a multicultural App which would help to connect students to support organizations and to resource offices.
 - c. Work to develop orientation programs to connect with students and begin a dialog and foster a commitment to inclusion.
 - d. Consider development of pre-orientation programs which give students the tools to make a successful transition to Hendrix. We should make every effort to make resources available to students without creating a stigma.

Our group has created a task list which outlines major tasks and areas of focus for our campus and that document is attached to this letter. We thank you for your support of the work of the Task Force and we look forward to our work together to make Hendrix a more welcoming and diverse community.

Sincerely,

Jim Wiltgen

Chair, The 2015-2016 Presidential Task Force on Diversity and Inclusion