

ERAU Prescott Campus Diversity Strategic Plan 2017-2021

GOAL 1

To improve diversity within academic and intellectual experiences, additional collegiate experiences, perceptions of institutional environment, and educational and personal growth.

Explanation

Although the Prescott Campus' female student population is at 23/24%, the campus still lacks in diversity among the student, faculty and staff populations. The campus leadership consists of no compositional diversity and the opportunity for advancement for females or persons of color is limited.

Action Item

- Based on comments by Dr. Ayers, enlist assistance of campus leadership to acknowledge that there are issues of diversity inequality on this campus.
 - **“Our responsibility is to ensure that all are allowed to express their thoughts and ideas in an atmosphere of mutual respect and dignity...to ensure the dialogue on the campus, and among our extended Embry Riddle family, remain constructive, inclusive, and respectful.”**
- Appoint a UA Presidential Cabinet level administrator focused exclusively on diversity, working directly with the Prescott campus Director of Women's and Diversity Center to ensure that diversity is a priority for the University.
- Diversity goals encompass all colleges and refer to more than just females.
- Establish goals for student enrollment and faculty/staff hiring.
- Define “Diversity” - religiously diverse populations, people of color, LGBTQ, international students, women and persons with disabilities.
- Create a global civic culture whereby students have a sense of personal responsibility to have a positive impact on society.

GOAL 2

Incorporate Diversity into curricula within all PRC Campus colleges.

Explanation

We are preparing students for a global industry within all disciplines. This global industry demands that its employees have a diverse, inclusive, and global perspective.

Examples of this include:

- Accreditation (ABET, ABBIE, SACS)
- Industry standards
- Global reputation, global education
- Holistic educational approach
- ERAU as the leader in the industry

Action Item

- Diversity Director to be included on Gen Ed Committee and/or curricula committee to begin the conversation of adding additional multicultural courses to campus.
- Implement a **minimum** of two week block within the UNIV 101 classes across the curriculum.
- Invite industry to speak regarding diversity/inclusion standards within their scope of operations.

GOAL 3

Improve Campus Diversity environment/climate.

Explanation

There is no formal information provided to faculty/staff regarding the norms and standards of diversity/inclusion appropriate behavior. Inappropriate behaviors are evident within all colleges/departments at some level. Accountability for these inappropriate behaviors is absent. Additionally, there is a minimal number of formal programs that address an inclusive and diverse campus environment.

Action Item

- Include Diversity Director or member of Diversity Advisory Board at campus cabinet level. This will ensure the communication of relevant issues be heard at the highest level.
- Create a LGBTQA staff/faculty group.
- Provide knowledge/information on diversity to staff/faculty/students.
- Offer more inclusive housing options to students. i.e. The Gender Inclusive Living Environment (GILE) program providing LGBTQA students and others whom do not identify as LGBTQA an option for gender-blind housing on campus.

GOAL 4

Advocate for a unified Diversity model for the University.

Explanation

Currently, ERAU does not have a University Diversity/Inclusion plan. This is critical to unifying a diversity/inclusion message and necessary for the success of our future graduates. Many government grants require a critical mass of diversity. Currently, the Prescott Campus does not have a critical mass of diversity and this could very well disqualify grant applicants from our institution.

Action Item

- Standardize recruitment for faculty/staff.
- Include a representative from the DAB on hiring committees for faculty/staff when able.
- Must bring diverse person(s) in to interview.
- Spearhead authorship of a University Diversity Plan
- Propose locating the University Diversity function at, and leading it from, the Prescott Campus.

“Our responsibility is to ensure that all are allowed to express their thoughts and ideas in an atmosphere of mutual respect and dignity...to ensure the dialogue on the campus, and among our extended Embry Riddle family, remain constructive, inclusive, and respectful.” (Frank Ayers, 2014)

Diversity Advisory Board Objectives

Program Started (Initiated – In Progress)	Near Term (Planning)	Conceptual Stage (Wish List)	Institutionalized (Complete)
--	---------------------------------	---	---

2017	2018	2019	2020	2021
DAB Standardization -Logo, Appoint Officers, minutes....	Industry Speakers	Diversity Course to Gen Ed	WDC Facility	Daycare options
Community Service Info at Orientation/Control Tower	Gender Neutral Bathrooms	Advertise Population #s on Website	New Hire Training for HR benefits	
Marquee Diversity Statement Rolling	Campus Gay Pride Parade/Week must have student/group champion (Wade & Rachel)	ERAU support for creation of website for WDC	Propose locating the University Diversity function at, and leading it from, the Prescott Campus.	
UNIVERSITY STATEMENT OF DIVERSITY	WDC Campus Marketing plan Campus needs to know who is the DAB and what we do.	Course component of Diversity -- requirement to Gen Ed.	Diversity Education Module in UNIV 101 COE, COA	
UNIVERSITY STATEMENT OF DIVERSITY to be included in ALL hiring committees	Display International Flags on Campus (permanent display – possibly in the Library or Union)	Spearhead University Diversity Plan	Cultural Competency Certificate offered	
Career Fair Diversity Presence	DAB on Fac/Staff hiring committees – meet with Deans	University response to national or international events	ERLI Recognized as HR tuition benefit	
Diversity Inclusion in UNIV101	Create a LGBTQA faculty staff group	Sponsor Diversity Fair -Student Volunteer, organize, social justice organizations		

Student Ambassadors	Diversity Education for ALL staff/faculty (require) -Safe Zone training (at minimum)			
Recruiting Efforts	Create a web presence throughout University			
DAB meet with Deans on hiring procedures	Director of Diversity to join Gen Ed committee			
See something, say something.	Diversity or Multicultural course for Gen ED			
	Gender Inclusive Living Environment (GILE) - Expected Implementation AY17-18 (Lucas)			

Current Members of the Diversity Advisory Board:

- Sarah Bofferding, Admissions
- Arlo Chan, Business Office
- Matt Miller, Counseling
- Erin Bowen, CoAS
- Merrie Heath, CoA
- Wahyu Lestari, CoE
- Marcee Keller, DSS
- Cindy Greenman, CoAS
- Heather Beaman, CoE
- Brooke Shannon, CoSI
- Sarah Nilsson, CoA
- Kelly O'Brien, Study Abroad
- Eddie Owiti, Student
- Olelekan Aponmade, Grad Student & SGA Rep
- Zachary Ontiveros, Student & SGA Rep
- Rachel Rise, Student Engagement Rep
- Suzie Roth, Chair - Library
- Melanie Wilson, WDC Director

Last updated: 10/2017