

## **Advancing Diversity and Inclusion at Syracuse University**

*A Status Report on the Short-Range Workgroup on Diversity and Inclusion*

*Friday, May 12, 2017*

The University has released its latest status report detailing progress on recommendations by the University-Inclusion to create a more welcoming, inclusive campus.

In the fall of 2015, Chancellor Kent Syverud announced the creation of a new University-

-

the Maxwell School of Citizenship and Public Affairs, and Barry L. Wells, special assistant to the Chancellor, was tasked with developing solutions on how to further create a more diverse and inclusive climate at the University.

In March 2016, Chancellor Syverud, [who shared them](#) with the campus community. Implementation of those recommendations by University leadership continues.



Abroad and the Workgroup on Internationalization. The office will complete this analysis and initiate new searches prior to November 1, 2016.

The University has funded a graduate student to support the assistant director of the Native Student Program during the 2016-2017 academic year in order to avoid disruption of critical supportive services to Native students. The student assistant will work closely with the assistant director to provide academic support, programming and counseling for students in the program. Additional data collection and analysis will be completed by the Office of the Provost and the Division of Enrollment and the Student Experience to address staffing needs for 2017-2018.

The Office of the Provost will follow the Academic Strategic Plan by enhancing the scope and reach of the Office of the Vice President for Research (OVPR) as recommended by the research and discovery

5. Adopt a Universitywide policy on Information and Communication Technology (ICT) accessibility. Within Information Technology Services, hire permanent, full-time staff who focus solely on ICT accessibility and assistive technology.  
**Responsible: Andrew R. Gordon and Michele G. Wheatly**

**Status: In Process**

Following a review of the draft policy by the Provost and the senior vice president and chief human resources officer (CHRO), the IT Accessibility Task Force hosted a series of forums and discussions throughout the spring 2017 semester to discuss the proposed policy. The fourth and final ICT Open Forum was held at the end of February 2017. Modifications to the draft policy were made based on feedback provided at the forums and submitted online. Additionally, the task force's chief information officer (CIO) and ADA coordinator be designated as co-chairs of the ICT Accessibility Compliance Committee, the administrative body established to grant or deny requests for exceptions to the policy. The updated policy has been reviewed by the Provost and SVP and CHRO and it has been submitted to the Office of University Counsel to proceed with formal approvals.

Although many areas of comment have been addressed in the final draft, the cost for full implementation of the policy will be high. They include costs for ensuring that all electronic materials, courses, websites and programs are fully accessible, and CART and ASL are available at every activity regardless of size, request or established need. The task force has recommended and the Provost and SVP and CHRO agree that proceeding with implementation of the policy outweighs waiting to allocate all necessary funds to comply with the new policy. In addition, upon recommendation of the task force, the Provost has agreed to pilot a Course Design Seed Grants program in the amount of \$50,000 that would allow five faculty to receive financial support to convert their course materials to full accessibility.

As noted in previous updates, ITS has a dedicated person handling technology accessibility matters. In addition, the Division of Libraries has recently hired a dedicated technology support staff to directly assist with library-based technology accessibility matters.

6. Create a centralized budget for faculty/staff disability accommodations to promote inclusion and relieve individual schools and departments of the costs of such accommodations.





formal training programs were established to emphasize the importance of diversity and inclusion. Some of these efforts include a series of formal training sessions led by the Office of Equal Opportunity, Inclusion and Resolution Services (EOIRS) on Managing Bias, Cultural Communication and the Value of Variety; supervisor training on Performance Partnership led by Human Resources with a placed emphasis on diversity and inclusion competence: raining conducted by Bryant Marks, professor of psychology and director of the Program for Research on Black Male Achievement at Morehouse College, for a full day for officers of the Department of Public Safety and a separate, several-hour faculty development program sponsored by the Office of Faculty Affairs.

9. Strengthen the systems, publicity and resources for the STOP BIAS reporting

10. Enhance orientation and onboarding for international students, faculty and staff, so they are aware of the full range of programs, services and resources available to them.

**Responsible: Dolan Evanovich, Daniel J. French and Michele G. Wheatly**

**Status: In Process**

Partly in response to this recommendation, the Office of First-Year and Transfer Programs and the Slutzker Center for International Services partnered last year to enhance orientation for incoming fall 2016 undergraduate international students. These programming improvements were made possible by \$10,000 allocated from the Division of Student Affairs to hire a full-time graduate student during summer 2016. An optional pre-orientation program has already been established to allow international student early arrivals to attend orientation sessions prior to Syracuse Welcome. Half of the incoming international first-year class (250 students) is now currently participating in this new option. In addition, international students spend more time in on-campus facilities, such as the Schine Student Center, which is the hub of Syracuse Welcome activity.

The Slutzker Center for Inter00 t-3(is tBm[BT1 Or(418.-e 2 )-451(p)n-7(v)6(ay)10(.)]TJrac





colleges and administrative units along with research, reports, upcoming lectures, videos, current news and events with a link to the central University calendar. This website is designed to support and implement the recommendations of the Express Yourself Diversity and Inclusion Committee, the Senate Committee on Diversity, and others. The Advancing Diversity and Inclusion at Syracuse website, which can be found at [diversity.syr.edu](http://diversity.syr.edu), was launched on September 1, 2016.

16. Conduct a needs analysis of how to make American Sign Language and CART services available for all University events. Consider hiring one or more full-time American Sign Language interpreters, as determined by the analysis.  
**Responsible: Michele G. Wheatly**

**Status: Complete**

The Information and Communication Technology (ICT) Accessibility Policy Task Force, in collaboration with Information Technology Services (ITS), completed the review and assessment of the 34 most commonly used University event spaces (excluding the Carrier Dome) and concluded that 12 of those spaces already have technology infrastructure that will support CART services, and the remaining 22 spaces (15 categorized as Registrar, and 7 as captive) require technology infrastructure upgrades to support CART services. Some of those upgrades will be included as part of planned (capital) space improvement projects, and the remainder will be addressed through separate coordinated project efforts.

The task f  
to finalize and implement the proposed policy and subsidiary recommendations. Of particular importance is the creation of a University-wide process to communicate the new policy to key campus stakeholders and

and Community Service, Parking and Transit Services, and the Department of Public Safety to determine other sites within the community, which would benefit from transportation services.

18. Offer inclusive fo