



# Actions Toward a More Inclusive CSB/SJU 2014-2017

COLLEGE OF  
Saint Benedict  Saint John's  
UNIVERSITY

In February 2017, students called for more transparency about campus goals related to inclusion and progress toward those goals. This report is intended to provide that transparency by summarizing some of the actions the College of Saint Benedict and Saint John's University have taken toward becoming more inclusive campuses in the last three years.

### **This report talks about actions in a number of areas:**

- Student recruitment and retention
- Selected campus programming toward inclusion
- Targeted conversations about inclusion
- Funding for inclusion efforts and activities
- Policies related to inclusion
- Academic requirements related to inclusion
- Professional development of faculty and staff to lead in a diverse environment
- Recruitment of a more diverse faculty and staff
- Continuous improvement toward inclusive excellence

## **Student Recruitment and Retention**

### **Advocates for Inclusive Mentoring (AIM)**

Student interns worked in fall 2016 to develop Advocates for Inclusive Mentoring, a mentorship program for Bennies from backgrounds historically underrepresented at CSB. A pilot program matched 24 students in mentoring pairs in spring 2017. The program is advised by a board made up of faculty, staff and students, and its goals are to help eliminate a five percent retention gap between underrepresented Bennies and majority students; increase underrepresented students' self-confidence in leadership, academics, professional and personal

skills; and help develop self-agency and identity among underrepresented students.

AIM mentors and mentees are Bennies that come from historically underrepresented backgrounds. Mentors are motivated seniors who have demonstrated leadership around campus, and expressed a desire to work with people. Mentees are first-year-students-to-juniors who have demonstrated an interest in improving and gaining new skills from senior Bennies. They are dedicated Bennies who would benefit from having a positive peer mentor to support them during their journey at CSB. The AIM program hosts monthly seminars on campus to continue developing identity, leadership, and self-awareness. Along with the monthly seminars, the program coordinates activities for mentors and mentees to enjoy a variety of activities both on and off campus. At the end of the pilot program in May, AIM will host an end-of-the-year celebration to congratulate everyone on their work throughout the semester. We plan to continue the AIM program beyond the pilot period.

### **Strategic Partnerships**

At Saint John's University, strategic partnerships, via the Benedictine Volunteer Corps, strengthen recruitment and alumni programs at Saint Benedict's Prep in Newark, New Jersey and recruitment of first generation students from Immokalee, Florida. These partnerships seek to create a more diverse SJU student population and to build long-lasting alumni connections to these geographic areas.

### **College Navigator Fellow**

In fall 2016, the College of Saint Benedict hired its first College Navigator Fellow that began in January 2017. This position is grant-funded through a generous gift from the Medtronic Foundation. Embedded in the Admission and Student Development divisions, the College Navigator Fellow shepherds a class of underrepresented, first-generation college students from admission to matriculation, and provide support to the new entering class for the first semester of college. The primary role of this position is to support students through the transition into college, with a focus on the most vulnerable members of an entering class. The navigator supplements existing sources of information and supports CSB's work to develop an inclusion ecosystem and become a more inclusive community. We hope to continue the college navigator position beyond the pilot period using new external sources of funding.





### First-Year Experience (FYX)

The First-Year Experience in development includes a diversity dimension. The faculty and staff team planning the FYX, which will guide students through the first year of college to the beginning of their sophomore year, have identified the following recommendations for the FYX:

- Implement a campus climate survey baseline, and develop an ongoing cycle for campus climate assessment.
- Assess incoming first-year students for intercultural competence.
- Hire more faculty/staff from underrepresented groups.
- Leverage our strength from the critical mass of underrepresented students that we do enroll, for institutions our size and in our location, that are doing incredibly well compared to some of our aspirant institutions.

The team continues to work on the details of how these recommendations can be accomplished when the FYX is implemented.

### Admission Policies for Transgender Students

In 2015 and 2016, the CSB and SJU Vice Presidents for Student Development led research and development of policies and practices that would guide the College of Saint Benedict and Saint John's University. The goal was to be intentional with regard to the welcome, education, and services extended to transgender and gender non-conforming students in ways that are consistent with our institutional identities and missions as a Catholic Benedictine residential liberal arts college for women/men.

An educational process was used to develop proposed admission policies for transgender students, to share the proposed parallel policies with key constituents, and to elicit feedback and support for moving forward. The policies were unanimously endorsed by the SJU Student Senate on November 14, 2016, and unanimously endorsed by the CSB Student Senate on November 15, 2016. The policies were formally adopted on November 18, 2016, by the CSB and SJU Boards of Trustees.



## Intercultural and International Student Services (IISS)

Over the past 10 years, this office has evolved from serving primarily international students to serving underrepresented students. The office includes one full-time staff who focuses on international students, and one full-time staff who focuses on underrepresented students. The programming offered by the office is robust, and recent programs are detailed below.

## Selected Campus Programming Toward Inclusion

### Fall 2014

- IISS Ice Cream Social – 8/29/14
- Minnesota State Fair – 8/31/14
- Intercultural Club Leaders Fall Retreat – 9/6/14
- Welcome Back International Student Reception – 9/12/14
- Pangea Remix “Welcome Back Dance” – 9/13/14
- Spanish Mass in Sacred Heart Chapel – 9/13/14, 10/18/14 and 11/15/14
- Celebration of Rosh Hashanah – 9/16/14
- Taste of Moldova – 9/26/14
- Taste of Eastern Europe – 9/26/14
- Long Weekend Events:
  - Dinner Night St. Cloud – 10/11/14
  - Parkwood Cinema Movie Trip – 10/12/14
  - Crossroads Mall – 10/13/14

- Social Security Office – 10/14/14
- Taste of Asia – 10/17/14
- Latinx Ministry: Dia De Los Muertos prayer with Exploring Latin America Culture and Spanish Club – 11/2/14
- ISIS: What You Need to Know (informational event with prayer service on inclusion)
- Healthy Relationships workshop Kari Shane Davis Zimmerman: Authentic Self – 11/7/14
- Festival of Cultures – 11/8/14
- Rabbi Mordechai Levin Lecture: Pope Francis and the Jewish People – 11/18/14 (CSB Campus Ministry co-sponsored with the Jay Phillips Center for Interfaith Learning)
- Thanksgiving Break Events:
  - Thanksgiving Potluck – 11/27/14
  - Black Friday MOA – 11/28/14
  - AIRMAXX Trampoline – 11/29/14
  - Latinx Ministry: Posada Celebration – 12/9/14
  - Celebration of Hanukkah with CSB student who sought a community to celebrate this series of days – 12/2014

### Spring 2015

- Winter Break Events
  - Snow Tubing at Powder Ridge – 1/6/15
  - Dinner at Kohinoor in St. Cloud – 1/7/15
  - Snowshoeing in SJU Arboretum – 1/8/15
  - International Student Orientation – 1/9-10/15
- Art as Our Movement: Arts Festival at CSB in Collaboration with St. Cloud NAACP – 1/17/15
- St. Cloud NAACP Annual Freedom Fund Banquet – 1/18/15
- Michael Benitez: Faculty Professional Development Event at SJU – 1/19/15
- Michael Benitez: Evening Keynote at SJU – 1/19/15
- Michael Benitez: Staff Professional Development at CSB – 1/20/15
- Mixed Blood Theatre at SJU – 1/20/15
- Race pedagogy panel at SJU – 1/21/15
- Marnita's Table – 1/21/15
- Week of Christian Unity – 1/21-28/15
  - Tabling and handout of information and prayer for unity among Christians around the world
  - Prayer for Christian Unity followed by a panel of Pastors from different Christian denominations





- Pastor Linda Longergren preaches at the 6 p.m. student Mass – 1/25/15
- Taste of Germany – 1/30/15
- Spanish Masses – 2/14/15, 3/28/15 with Quinceañera, and 4/11/15
- Inaugural Latinx Retreat involving CSB/SJU, University of Saint Thomas, Saint Catherine University (hosted by CSB Campus Ministry)
- Spring Break Events:
  - Crossroads Mall/Pizza Making – 3/2/15
  - Parkwood Cinema – 3/3/15
  - Grand Slam – 3/5/15
- Taste of Hmong – 3/20/15
- Movie: A Path Appears (violence and solutions) – 4/21/15 and 4/29/15
- CSB Campus Ministry co-sponsored with Jay Phillips Center for Interfaith Learning: Yom Hashoa Holocaust and Genocide Memorial Service (partnered with Academic Affairs and Saint Benedict's Monastery)
  - Hmong Dinner and conversation
  - Muslim Dinner and conversation
  - Joint Religious Leadership Convention
 Facilitated to designate a prayer space for Muslim Prayer (collaboration between Saint Ben's Senate and CSB Campus Ministry)
- Lavender Graduation – 4/29/15
- International Graduation – 4/30/15

## Fall 2015

- Culture Grams – 7/21/15
- IISS Ice Cream Social – 9/4/15
- Minnesota State Fair – 9/6/15
- Intercultural Student Club Welcome Back – 9/9/15
- Involvement Fair – 9/10/15
- Gender & Food at an Intercultural Table – 9/12/15
- Peace Studies Conference – 9/14/15
- Fall into your Future – 9/16/15
- Welcome Back (International Students) – 9/17/15
- PRiSM Pride Week/BarbeQueer – 9/14-18/15
- Co-sponsored Christian Muslim Panel at St. Mary's in St. Cloud – 9/15/15
- ELAC Hispanic Heritage Month – 9/17/15
- Spanish Mass – 9/19/15, 10/3/15, and 11/7/15
- Chinese Mid-Autumn Festival by the China Cross Cultural Communication Club – 9/26/15
- "First Generation" Film Screening – 9/28/15
- Abarzos-Luis Argueta – 9/30/15
- Circle of Understanding: Black Lives Matter & All Lives Matter – 10/13/15
- "The Mask You Live In" Documentary – 10/15/15
- Taste of Indigenous Mexico – 10/23/15
- International Career Panel – 10/26/15
- Joe Ehrmann – 10/27/15
- Solidarity Walk for Peace (after ISIS attack in France) – 11/4/15



- Culture Through Cuisine: Dilla's Ethiopian Restaurant – 11/13/15
- Circle of Understanding: Sexual Assault – 11/16/15
- Buddhist Meditation Retreat (co-sponsored by CSB Campus Ministry and Buddhist Club) – 11/19/15
- Festival of Cultures – 11/21/15
- Latinx Ministry: Posada – 12/7/15
- Latinx Ministry: Mass for Our Lady of Guadalupe and social with Pan Dulce – 12/12/15
- IISS Hot Cocoa on Study Day – 12/15/15

### Spring 2016

- MLK Week Events – 1/18-22/16
- Dr. Bonilla Silva – 1/20/16
- Power in Diversity Conference – 1/29-31/16
- Curtis Chin: "Tested" – 2/3/16
- Ecumenical Ash Wednesday Service – 2/10/17
- Blackbird, Fly – 2/12/16
- Spanish Masses – 2/13/16, 3/12/16 with Quinceañera
- Culture Through Cuisine: Marla's Caribbean – 2/27/16
- CPT Session – 3/3/16
- Second Annual Latinx Retreat involving CSB/SJU, University of Saint Thomas, Saint Catherine University (hosted by Saint Kate's) – 4/16/16
  - o Two reading groups for faculty on Verna Myers' book, *What If I Say the Wrong Thing*
  - o Faculty workshop on inclusive pedagogy with Dr. David Concepcion
- Going Back Home After Studying in the U.S. – 4/25/16

- Three sessions on Muslim religion presented by Abdirizak I. Jama (co-sponsored by CSB Campus Ministry and Jay Phillips Center for Interfaith Learning)
- Intercultural Clubs Graduation – 4/25/16
- International Graduation – 4/27/16
- Lavender Graduation – 4/28/16

### Fall 2016

- All Community Forum for faculty and staff on "Teaching for Inclusion" by Dr. A.T. Miller – 8/23/16
- IISS Ice Cream Social – 9/2/16
- Minnesota State Fair – 9/4/16
- Tuned-in Tuesday – 9/6/16
- Spanish Mass – 9/10/16, 10/8/16 and 11/19/16
- Jimmy Patino: Caravans of Sorrow, Caravans of Hope – 9/20/16
- Identity Awareness Series: Race, Ethnicity, and Identity – 9/12/16
- Tuned-in Tuesday – 9/13/16
- Jay Smooth: The Way We Talk About Race – 9/14/16
- International Student Welcome Back – 9/15/16
- Tuned-in Tuesday – 9/20/16
- Jimmy Patino: Caravans of Sorrow, Caravans of Hope 9/20/16
- Fall Into Your Future: First-Year Fair – 9/21/16
- Dr. Damon Tweedy – 9/22/16
- Dr. Shawn Copeland "Comparison Matters" – 9/26/16
- Tuned-in Tuesday – 9/27/16
- Kake and Karaoke – 10/8/16



- Full-day workshop for faculty and staff on advising students from underrepresented groups – 10/8/16
- Full-day workshop for faculty about “Circles of Understanding” – 10/8/16
- Where is the Border? – 10/9-10/16
- Tuned-in Tuesday – 10/11/16
- Identity Awareness Series: Sexuality – 10/17/16
- Dr. Beverly Daniel Tatum: delivered 10th Annual Eugene J. McCarthy Lecture, and associated reading groups – 10/18/16
- Dr. David Autor: “The Economics of Inequality” – 10/20/16
- Where Do You Stand: “What is an appropriate Halloween Costume” – 10/24/16
- Nevin Caple – 10/25/16
- We Are Brothers – 10/26/16
- Culture Through Cuisine Hoban – 10/28/16
- Reaching Back, Moving Forward – 11/1/16
- Latinx Ministry: Dia De Los Muertos prayer with ELAC and Spanish Club – 11/2/16
- After Election Solidarity Walk – 11/8/16
- IISS Election Debrief – 11/9/16
- Mellon Grant presentations to student leaders, staff, and faculty on inclusive pedagogies
- Standing Rock: What’s Happening There Matters Here (Richard Meyers) – 11/10/16
- Festival of Cultures – 11/12/16
- Cross Cultural Conversations – 11/14/16
- Tate Walker: Moving Past the Thanksgiving Fairytale – 11/14/16
- International Education Week
- Henna Night – 11/15/16
- Tuned-in Tuesday – 11/15/16
- Global Game Night/Global Trivia – 11/16/16
- Beyond the Comfort Zone: An International Student Perspective – 11/17/16
- International Film Festivals – 11/18/16
- International Dance Night with JEC – 11/19/16
- Thanksgiving Break Activities:
  - Marcus Movie Trip – 11/22/16
  - Pancakes and PJ’s – 11/23/16
  - Host Family Night – 11/24/16
  - Mall of America Trip – 11/25/16
- Tuned-in Tuesday (Special Guest: Jackie Elvehjem) – 11/29/16
- Identity Awareness Week: Religion – 12/5/16
- Latinx Ministry: Posada – 12/8/16
- Latinx Ministry: Mass for Our Lady of Guadalupe and social with Pan Dulce – 12/12/16
- Buddhist Meditation Retreat (co-sponsored by CSB Campus Ministry and Buddhist Club)
- Designated Muslim Prayer Space on campus

## Spring 2017

- MLK Week Events 1/16-22/17
  - MLK Day Keynote Speaker: Robin DiAngelo – 1/16/17
  - MLK Wall: Martyrs of the Civil Rights Movement – 1/16-22/17
  - Selma Movie Showing – 1/17/17
  - Faculty and Staff Speak: Seeing Race – 1/18/17
  - Community Anti-Racism Education Workshop – 1/19/17
  - Food for the Soul Dinner and MLK Student Showcase with CAB – 1/19/17
  - OPT/CPT Session – 1/19/17
  - Faculty Involvement Day – 1/20/17
- Week of Christian Unity:
  - Information tabling on Christian Denominations and a prayer handout
  - Praise in the Pub with speaker Kari Shane-Davis Zimmerman: Bringing our faith and traditions together in celebration of our roots
  - Ecumenical prayer service in the Sacred Heart Chapel with Saint Benedict’s Monastery, Resurrection Lutheran Church, United Methodist Church and CSB Campus Ministry
- Tuned-in Tuesday – 1/24/17
- Agents of Change Movie Documentary – 1/25/17
- Tuned-in Tuesday – 1/26/17
- Identity Awareness Week: Ability – 2/6/17
- Tuned-in Tuesday – 2/7/17
- Sierra Leone Refugee All Stars – 2/10/17
- Culture through Cuisine: Harry Singh’s Original Caribbean – 2/11/17
- Honmei-choco and Giri-choco (Japanese) Valentines – 2/13/17
- Social Security Trip – 2/13/17
- We are Sisters – 2/15/17
- African-American vs. Africans Play 2/16/17
- Spanish Masses – 2/18/17, 3/18/17 with Quinceañera
- We are Hmong Sisters – 2/20/17
- Circles of Understanding with Julie Lynch (Inter-faith Dialogue) – 2/20/17
- Tuned-in Tuesday – 2/21/17
- Addressing Implicit Bias (professional development for faculty and staff) – 2/21/17
- Climb Theater: Feeling History – 2/22/17
- Somos Hermanas – 2/23/17
- Legacy of Black/African-Americans in Peace Corps – 2/23/17

- Black History through Music & Poetry Workshop – 2/23/17
- I Am Not Your Negro Movie Trip (CAB) – 2/25/17
- Illusionist Movie Documentary (Health Advocates) – 2/27/17
- Tuned-in Tuesday – 2/28/17
- Ecumenical Ash Wednesday Service – 3/1/17
- The Souls of Black Girls: Movie Documentary – 3/1/17
- Walkout Documentary – 3/2/17
- Identity Awareness Series: Gender – 3/14-20/17
- We Are Brothers – 3/14/17
- Tuned-in Tuesday – 3/14/17
- We Are Sisters – 3/15/17
- We Are Hmong Sisters – 3/16/17
- Tuned-in Tuesday – 3/21/17
- Going Back Home After Studying in the U.S. – 3/23/17
- Third Annual Latinx Retreat involving CSB/SJU, University of Saint Thomas, Saint Catherine University (hosted by CSB) – 4/1/17
- Identity Awareness Series: Family Status – 4/4-10/17
- Tuned-in Tuesday – 4/4/17
- Somos Hermanas – 4/10/17
- We Are Brothers – 4/11/17
- Tuned-in Tuesday – 4/11/17
- We Are Sisters – 4/12/17
- We Are Hmong Sisters – 4/13/17
- Tuned-in Tuesday – 4/18/17
- Intercultural Clubs Graduation – 4/24/17
- International Student Graduation – 4/26/17
- Lavender Graduation – 4/27/17

Also in fall 2016 and spring 2017, a series of interactive theater events were planned by Reflection, Action, Dialogue, a student organization with the support of many departments and offices on campus. The group's productions promote inclusivity and shed light on overt and subtle forms of exclusion that occur on our campus and beyond.

Additionally, the Intercultural Directions Council hosts regular listening sessions and webinars.

And, CSB is working to ensure that ongoing campus activities are as inclusive as possible. In one example, CSB rebranded the "Father-Daughter Dance" to the Bennie Ball and "Mother-Daughter Brunch" to the Bennie Brunch in spring 2017 to ensure that all Bennies feel welcome to bring meaningful men and women in their lives to these senior events.



And, this year CSB Alumnae Relations has begun planned targeted alumnae gatherings for alumnae of color. Reaching Back, Moving Forward was held in collaboration with International and Intercultural Student Services, Academic Advising, and Career Services. Alumnae Relations is also working with Athletics to plan an athletics reunion for LGBTQ alumnae. SJU Alumni Relations has plans to establish an affinity group for gay/ally alumni.

Further, the Young Alumnae Council (comprised of CSB and SJU alumnae/i) has scheduled a conversation about how they can be more effective in reaching out to alumnae of color and other students from underrepresented communities.

## Targeted Conversations about Inclusion

**February 6, 2017:** Immigration/Family Session for students with attorneys Mary Kramer and Susan Roberts.

**February 7, 2017:** (Y)OUR Stories listening session hosted by Intercultural and International Student Services.

**February 12, 2017:** Students concerned about being heard on campus from a variety of perspectives met at Renner House for a dialogue.

**February 28, 2017:** CSB Cabinet conversation focused on creating an inclusive CSB and adding a specific goal related to inclusion within Strategic Directions 2020.





**March 1, 2017:** Immigration Law Forum for faculty and staff with attorneys Mary Kramer and Susan Roberts.

**Spring 2016:** What CSB/SJU Students of Color Want Their Faculty to Know Regarding Creating More Inclusive Classroom Environments” student panel as part of the Mellon Grants.

Regular open office hours with President Hinton, including joint open office hours focused on inclusion on January 28, 2016.

## Funding for Inclusion Efforts and Activities

In the last year, CSB and SJU have sought funding to support inclusion efforts from the following granting agencies:

- The Andrew W. Mellon Foundation (successful)
- The Bush Foundation’s Ecosystem Grants
- Bringing Theory to Practice
- Medtronic Foundation (successful)
- Minnesota Philanthropy Partners
- The St. Paul Foundation (successful)
- Hearst Foundation

We continue to seek external sources of funding to support inclusion efforts, including grants and gifts from donors.

Social justice clubs and organizations on campus are supported through the Student Senates or Co-Funding Boards, just like any other sanctioned club. Asian New Year and Festival of Cultures are supported with funding from the student development fee. And, the Cultural Affairs Board (CAB), student development and People Representing the Sexual Minority (PRiSM) are connected to the work of the Intercultural and International Student Services office by having the IISS director serve as their advisor.

## Funding for Student Scholarships and Activities

The campaign for Saint John’s, Forward Ever Forward, includes a goal of \$114 million for SJU, which will fund, in part, substantially increased scholarship programs for undergraduate students, including those who are the first in their families to attend college. Forward Ever Forward will support the next generation of innovative programs at Saint John’s, including programs related to inclusion such as the FirstGen Scholarship Program and the Benedictine Volunteer Corps.

To date during the *Illuminating Lives* campaign, CSB has raised \$5.4 million in current and endowed scholarships specifically targeted toward first-generation students and students from under-represented communities. We continue to seek external sources of funding to support student scholarships and activities, including grants and gifts from donors.

For example, an anonymous donor has committed a \$10 million gift to CSB to create the Center for Ethical Leadership in Action. A key function of the Center will be to increase students' opportunities for experiential learning, which include study abroad, undergraduate research, service learning, fellowships and internship experiences. This is the largest single gift in the college's history, and it will be used primarily to ensure that all students have access to experiential learning, regardless of their financial resources.

The establishment of the Center is especially important as increasing numbers of Saint Ben's students do not have the financial wherewithal to afford an unpaid internship or other experiential learning. The Center for Ethical Leadership in Action will have the resources to offer stipends to students for whom these experiences would otherwise be out of reach. CSB will award the first five stipends in summer 2017.

Providing financial support such as this is a key goal in the college's five-year Strategic Directions 2020 plan. In addition to supporting internships and other experiential learning opportunities, the Center will create a mentoring program and host speakers designed to promote the development of ethical leaders.

We also seek to ensure that inclusion is a key factor considered when awarding grant funding through the CSB President's Office. Applicants are asked to detail how their project will contribute to a more inclusive CSB when they apply for funding.

## Policies Related to Inclusion

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As noted above, CSB and SJU developed [\*Admission Policies for Transgender Students\*](#) that were approved in fall 2016.

CSB and SJU also maintain a [\*Policy Statement for Freedom of Speech and Artistic Expression\*](#) that was last reviewed and approved by administrators in August 2016. The policy welcomes the expression of diverse views and allows for protest. CSB and SJU enforce a "Time/Place/Manner" protocol when considering speech: Is it a proper time, place or manner for expression?

The [\*Human Rights Policy\*](#) for CSB and SJU was most recently revised in consultation with legal counsel and approved by the Board of Trustees in May 2015.

## Academic Requirements

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The proposed new common curriculum includes intercultural learning outcomes. The intercultural requirement is under thoughtful review as a part of this process.

## Professional Development of Faculty and Staff to Lead in a Diverse Environment

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We have allocated funds for faculty and staff development including conferences, training and study material.

Selected professional development activities are included in the list of programming above. For example, in January 2015, Michael Benitez led professional development sessions for faculty and staff. And, in February 2017, a professional development session with Dr. Artika Tyner on "Addressing Implicit Bias" was organized through Human Resources in response to recommendations from Inclusion Visioning Day, that more such professional development is needed for faculty and staff.

This year, systematic professional development has been provided through grants from The Mellon Foundation. More information is available below.

### Mellon Grants

In July 2015, the College of Saint Benedict and Saint John's University were awarded grants from The Andrew W. Mellon Foundation to support professional development for faculty teaching an increasingly diverse student body. The SJU grant sought to provide resources for all faculty who teach in the First-Year Seminar (FYS) program, to address classroom experience, skills development, and navigating the available resources on campus in the critical first year for American students of color at CSB/SJU. The CSB grant sought to help humanities faculty successfully teach, advise, and engage CSB/SJU's increasingly diverse student body. Kyhl Lyndgaard, director of FYS and the Writing Center, and Jean Keller, professor of philosophy, directed the work of these twin grants, and Presidents Hinton and Hemesath served as the PIs.





The work of the Mellon Grants has nicely complemented other work at CSB/SJU to develop an “Inclusion Ecosystem,” discussed further below.

## Recruitment of a More Diverse Faculty and Staff

CSB and SJU seek a diverse faculty and staff along multiple dimensions, and particularly we seek to diversify our faculty and staff racially and ethnically to reflect the student population that we serve and that we expect to serve in the future.

Progress is slow, but we have seen slight growth in the racial and ethnic diversity of faculty over the last two decades. In fall 1995, only eight percent of faculty members (20 people) identified as people of color. In fall 2016, 10 percent of faculty members (28 people) identified as people of color. Over that same time, our student population has diversified much more quickly.

We acknowledge the challenges of diversifying the faculty from a pool of doctoral candidates that is not very racially and ethnically diverse.

We have seen similar slow progress in diversifying our staff, even as the St. Cloud region has become increasingly diverse. In fall 1995, only one percent of staff members (five people) identified as people of color. In

fall 2016, five percent of staff members (47 people) identified as people of color.

We believe we can do better, and that two initiatives will help us.

### Human Resources Inclusion Advisory Committee

In support of Strategic Directions 2020 and a commitment to building and retaining a diverse workforce, the Human Resources department established a Human Resources Inclusion Advisory Committee in early 2017. This plan has been reviewed and endorsed by the Intercultural Directions Council.

Carol Abell, HR Director, Marlene Ergen, HR Employment Manager, and Brandyn Woodard, Director of Intercultural and International Student Services, are leading this endeavor. The HR Inclusion Advisory Committee meets monthly with the following goals:

- Recruitment of diverse faculty and staff, with a focus on developing search advocates
- Professional development in diversity and inclusion
- Community outreach

We also anticipate that the committee will be involved in infrastructure related to any policies and practices affecting inclusion.

During spring 2017, the committee will work to establish sub-committees with each developing a framework/FY18 action plan around the goals and exploring various resources and trainings. The committee will report to the presidents by the end of the semester on the proposed FY18 action plan to gather their input and endorsement of the direction.

### **Consortium for Faculty Diversity**

In spring 2017, CSB/SJU will join the [\*Consortium for Faculty Diversity\*](#), committed to increasing the racial diversity of faculty members at liberal arts colleges by matching candidates with Scholar-in-Residence appointments. CSB/SJU's participation in the consortium will be overseen by the Dean of the Faculty.

## **Continuous Improvement Toward Inclusive Excellence**

### **Annual Performance Reviews**

The CSB and SJU Cabinets believe that creating a community is the responsibility of all on campus, and are committed to including this responsibility within performance reviews for faculty and staff. The performance appraisal process for staff is currently under review by Human Resources, and diversity and inclusion will be considered as important areas to include in the review. This was a recommendation emerging from Inclusion Visioning Day, held on campus in December 2016.

### **Inclusion Ecosystem**

In fall 2016, President Hinton framed our campuses commitment to creating an inclusion ecosystem during [\*her remarks\*](#) at the All-Community Forum in August. Built on our history and mission of dwelling in community, our goal is to continue to build an ecosystem to encourage, support and build inclusion at the College of Saint Benedict and Saint John's University.

Inclusion efforts are designed to support diversity along multiple dimensions: economic, racial and ethnic, geographic, religious, ability, sexual orientation and gender identity, and perspective and thought. As Benedictine institutions we commit to all having a voice in our community; therefore, it is essential that

we think about the variety of people we serve and what they add, and expect from, our community.

The work of inclusion requires a number of partners and points of influence. The expectation is that everyone on our campuses sees themselves as part of the work of creating the Inclusion Ecosystem.

1. Curriculum and co-curriculum: What do we need to focus on in the curriculum and co-curriculum in order to ensure our community is culturally competent, and support inclusive excellence? This means exploring our programs, policies and practices with an eye toward inclusion.
2. Professional development: How do we, as a professional community, share the responsibilities and the joy of being an inclusive community? What activities, programming and expectations support collaboration and enable all members of our professional community to share their questions, concerns, and skills in order to create and model an inclusive community? How do we structure employee recruitment, retention and professional development so that all faculty and staff share the work of, and reap the benefits from, creating an inclusive community?
3. Local and regional community: How do we build community beyond our campus to ensure that the local environment around CSB/SJU supports inclusion? This means partnering with Saint Benedict's Monastery, Saint John's Abbey and key local leaders to 1) engage a conversation about inclusion; 2) articulate how CSB/SJU can support and benefit from inclusion activity in the community; and 3) create an environment for students, faculty and staff to be active and engaged community members. As rural institutions, the demands and engagement with local partners are enhanced and complex. It is imperative that we engage our entire local and regional community in a sustained conversation about inclusion in order to achieve our goal.
4. Policies, programs and practices: How do we ensure that our policies, programs and practices create equity and support high impact educational experiences for all? How do we involve multiple voices in a comprehensive inclusion audit to determine where we support and obstruct inclusion and to remove barriers?



## Inclusion Visioning Day

To further our work toward an inclusive CSB/SJU, an Inclusion Visioning Day was held on December 13, 2016. Nearly 75 members of the CSB/SJU community, including staff, faculty, students, and members of the Sisters of the Order of Saint Benedict, gathered for a day focused on our Inclusion Vision.

Supplemental reading materials and presentations from Inclusion Visioning Day are posted [here](#), along with notes from the day. The day had four parts:

1. Who are we? What do we already do to support the success of all students, faculty, and staff in our community? Individuals and groups gave short presentations about their work toward inclusive excellence. We know that work is happening across campuses; our aim here was to connect these efforts to establish a baseline for our community as we look toward goals for the future.
2. What do we know? Participants in the Visioning Day were assigned common readings for discussion.
3. Where do we want to go? Participants worked in small groups to articulate a vision for our community's Inclusion Ecosystem. Key questions included:
  - What are next steps?
  - Who is responsible for these next steps?
  - How will this work be valued, compensated, and supported?
  - How will work throughout the community be connected into an ecosystem?
  - What measurable outcomes do we anticipate for students and our campus as a whole?
4. How do we get there? Buffy Smith, Professor of Sociology and Criminal Justice at the University of Saint Thomas and author of *Mentoring At-Risk Students through the Hidden Curriculum of Higher Education*, spoke about dismantling inequities in higher education. Dr. Smith has over a decade of experience researching how colleges and universities can assist underrepresented students with understanding and navigating institutional culture in order to achieve academic success. Her visit was supported through a generous grant from The St. Paul Foundation.

### Examples of current efforts include:

- Intercultural Directions Council
- The Andrew W. Mellon Foundation Grants: Faculty Formation to Support Liberal Learning for All and Faculty Development to Engage Increasingly Diverse Students
- Intercultural and International Student Services
- College Possible
- Intercultural LEAD
- Student Accessibility Services
- Cultural Affairs Board and student clubs
- Advocates for Inclusive Mentoring



This work is ongoing, and the Inclusion Visioning Day was only one step in creating the Inclusion Ecosystem we seek. But, the day led to concrete next steps and brought together a group of willing and interested partners to do the work.



## Creating a Campus that is Inclusive of Individuals with Non-Conforming Gender Identities

In order to create a more trans-inclusive campus that is more inclusive of gender non-conforming and trans individuals, CSB and SJU have convened a committee to research best practice and recommend action for CSB and SJU. Members of the committee include the VPs for Student Development, Gender Studies faculty member Liam Liar, the Cultural Affairs Representatives from the Student Senates, Marcia Mahlum, Christy Brown and Dan McAvey. Athletics representatives and a representative from Academic Affairs are yet to be appointed to the group. The committee will hold its first meeting after spring break. In the meantime, a student volunteer is researching best practice to inform the committee's work.

## Saint Ben's (Student) Senate

The Saint Ben's Senate has created a committee on diversity and inclusion this year, recognizing their role in creating a more inclusive community.

## Data Collection

We measure, and know, that American students of color at CSB/SJU report different experiences at CSB/SJU than their white peers. Graduating seniors of color are less satisfied with their overall experience; they are less likely to describe CSB/SJU as a community;

they are less satisfied with their social experience; and they are less likely to be satisfied with the overall diversity of CSB/SJU with respect to background and social identities. At the same time, three-quarters of American students of color described CSB/SJU as a community, and two-thirds said they would choose CSB/SJU again. While these numbers are lesser than among white students, they also indicate a group of students who are, in the majority, finding a home at CSB/SJU.

We believe that our combined efforts toward inclusion will have transformational impact on the success of underrepresented college students at CSB/SJU.

We are proud that CSB/SJU are committed to educating a student body that reflects the great variety of gifts, experiences, and identities in the broader community. The work of inclusion requires a number of partners and points of influence – and just a few of those points of influence are discussed herein.

This report was prepared in March 2017 by Kathryn Enke, Chief of Staff, College of Saint Benedict President's Office.