

## Diversity and Inclusion Advisory Council, 2018 Annual Report

The Diversity and Inclusion Advisory Council (DIAC) was created in 2017 and is comprised of 18 members appointed by the Provost representing various campus constituencies. For more information about the Council and associated documents, visit [https://www.montana.edu/provost/diversity\\_inclusion\\_advisory\\_council.html](https://www.montana.edu/provost/diversity_inclusion_advisory_council.html). The Council met monthly throughout the year to identify and address priorities outlined in the Diversity and Inclusion Framework. Primary areas of progress include:

- **Creating an executive administrator position with university-wide influence to provide leadership around diversity and inclusion at MSU**

In May 2018, President Waded Cruzado and Executive Vice President and Provost Robert Mokwa announced the launch of a national search for MSU's first Senior Diversity and Inclusion Officer. Greenwood/Asher and Associates, a higher education search consulting company, is assisting with the search. The vacancy announcement has been posted at <https://www.montana.edu/provost/senior-diversity-officer-vacancy.html>. Finalists for this position will be invited to visit MSU after the start of fall term, and we anticipate the new Senior Diversity and Inclusion Officer will start no later than Jan. 1, 2019.

- **Conducting a campus climate survey**

The Council selected the Diverse Learning Environments tool by the Higher Education Research Institute (HERI) at UCLA for our campus climate survey. The survey was sent electronically to a random sample of MSU students and staff on March 28<sup>th</sup>. The faculty survey was sent electronically on April 4<sup>th</sup>. All surveys closed on April 25<sup>th</sup>, 2018 with a 20.9% response rate (n=1,043). Response rates by group were: staff 41.0% (n=199), faculty 34.5% (n=167), students 17.5% (n=677). We will receive reports and raw data from HERI by the end of summer 2018 and the Council will then begin disseminating results and findings to constituents.

- **Communicating MSU's commitment to and services supporting the diversity mission to students, faculty, staff, and external community**

The Council established a communications work group that has been focused on creating a "diversity and inclusion landing page" for university-wide efforts and messaging and developing a communications plan for diversity and inclusion. We hope to have a live landing page by October 2018 that can be used as a resource for on- and off-campus constituents.

- **Providing input into the university strategic planning process**

Tami Eitle is a member of the DIAC and the Strategic Planning Committee and she has acted as a liaison between the two efforts, leading discussion at DIAC meetings and communicating the Council's perspectives to the SPC regarding diversity and inclusion goals in MSU's next strategic plan.

- **AY 18-19 Activities**

Building on the work completed this year, priorities for AY 18-19 include analyzing and disseminating results of the 2018 campus climate survey and identifying subsequent priorities based on the findings from the survey.