Diversity and Inclusion efforts at FSU are multifaceted, and have involved all levels and entities of the institution. Over the past academic year there has been concerted effort across the institution to work towards a campus community that not only values diversity, but strives to be inclusive and equitable in relationships with all constituent groups.

During the fall of 2016 the FSU Board of Trustees (BOT) adopted a new institutional strategic plan which includes a stand-alone diversity and inclusion goal—Realizing the Full Potential of Diversity and Inclusion. Across the nation, institutions of higher education are struggling to build meaningful community from an increasingly diverse student body. Our approach starts with a belief that diversity is about more than a particular head count: it must reflect the quality and depth of interactions. The FSU strategic plan Diversity & Inclusion goal is supported by the following action items:

- Increase the diversity of FSU’s student body, faculty, and staff;
- Expand and develop academic and co-curricular programs, as well as administrative initiatives, that increase diversity and inclusiveness;
- Develop and graduate globally and culturally competent students who are prepared to succeed in an increasingly multicultural and international society.

At the start of the summer of 2017 three work groups were charged by the Chief Diversity Officer, Renisha Gibbs, to develop initiatives that specifically addressed the action items. The groups worked throughout the summer to develop the initiatives. These plans have been submitted to the institutional strategic planning committee and were approved by the Board of Trustees in February 2018. The President’s Council on Diversity and Inclusion, a hallmark FSU organization, comprised of faculty, staff and students, will play an integral role in the implementation of the various components of the plan, as well as other academic and support offices.

The Council is led by the President and facilitated by the Associate Vice President/Chief HR and Diversity Officer with each of the university’s Vice Presidents serving on a steering committee. In September 2015, a three-year operating plan was proposed outlining key focus areas. These also support major themes of the University’s strategic plan:

- Recruit, develop, and retain a diverse faculty and staff
- Recruit and graduate outstanding and diverse students
- Develop and strengthen partnerships with diverse internal and external organizations

The Council provides a nexus for much of the diversity and inclusion activity on campus, but it is important to note that it does not work in isolation. President Thrasher has made it very clear that campus diversity and inclusion is everyone’s responsibility. To that end, much of our activity over the past year has involved both partnerships with the Council as well as stand-alone efforts from a variety of faculty, staff and student groups and offices.
The Council has collaborated with Student Affairs to establish a National Coalition Building Institute (NCBI) chapter at FSU. In the fall of 2016 FSU became an affiliate of the National Coalition Building Institute (NCBI). NCBI is an international, non-profit, leadership training organization that works to eliminate prejudice and discrimination throughout the world. A team of 25 faculty, staff and students worked over the past year to learn the curriculum and prepare to deliver training. The FSU-NCBI affiliate team launched its first round of workshops during the summer of 2017. The fall 2017 Training schedule was released at the start of the semester in August with 7 workshops being offered over the course of the semester. The 8-hour workshop allows participants to tap into how they have been taught to think and act as members of their identity groups and provides skills for bridging differences. The workshop consists of a series of incremental activities that helps participants to, among many things, celebrate their similarities and differences, learn about and re-evaluate personal attitudes and behaviors that are based on the impact of prejudice and discrimination, and learn hands-on tools for dealing effectively with offensive remarks and behaviors. The workshops have been well received and attended by the campus community.

In February 2018 the Council, in partnership with the Black Faculty & Staff Network and LatinX Faculty/Staff Network affinity groups, co-sponsored a social justice Symposium entitled Activism in the Academy. Recognizing how ethnic and cultural studies are influenced by what is happening at the grassroots, this symposium brought students, teachers, and activists together to build relationships and explore opportunities and solutions. The Activism in the Academy symposium presented sessions on history, pedagogy, politics, and self-care. Keynote Speaker W. Kamau Bell presented on Friday February 9th. Bell is a critically acclaimed sociopolitical comedian and host of the Emmy Award winning hit CNN docu-series United States of America with W. Kamau Bell. He sits on the board of Race Forward, a racial justice think tank and home for media and activism, and in 2013 he was named an Ambassador of Racial Justice by the ACLU. On February 10th a full day of panel discussions occurred. Panelists included Benjamin L. Crump, FSU COL alumnus and nationally recognized civil rights attorney; Kaveh Akbar, recipient of a 2016 Ruth Lilly and Dorothy Sargent Rosenberg Fellowship and author of the poetry collection – Calling a Wolf a Wolf; and Lorgia Garcia-Peña, Roy G. Clouse Associate Professor of Romance Languages and Literatures, Harvard University, and the author of The Borders of Dominicanidad: Race, Nations and Archives of Contradictions. The two day event had over 300 participant’s both from the campus and the greater Tallahassee region.

The FSU Office of Human Resources has developed online Faculty & Staff Search Training modules. The courses have been designed to provide guidance to hiring teams on how to conduct effective faculty and staff searches. The training includes guidance on legal, recordkeeping and university requirements. A key feature of the training is that it focuses on the role of diversity and inclusion in the search process. The training provides legal guidance on admissible interactions with candidates during a search and also includes a toolkit which provides resources for developing a diverse pool of candidates. An important feature of the resources is the role that Human Resources plays in supporting hiring teams. Search chairs are
encouraged to work with Human Resources, the office that completes the university’s annual Affirmative Action Plan, to determine if there is any underrepresentation specific to the department. HR assists the departments in developing a diverse pool of candidates utilizing active recruitment. In concert with providing such assistance HR has committed financial support by way of subscribing to entities and publications which have a diverse readership such as Insight into Diversity and the American Association of Hispanics in Higher Education. Departments are able to place postings on the job boards of these publications. Also included in the training is a resource that delves into the concept of implicit bias. As implicit bias has been identified as a key impediment to developing a diverse candidate pool, this information is very useful to individual members of the hiring teams, providing guidance on how to check their own biases so as not to limit the opportunities for diverse candidates. Currently, hiring committee chairs are required to take the training and hiring team members are encouraged to take the. This training launched in Fall 2017.

Other faculty and staff recruitment and retention activities include an effort to improve outreach to veterans with the Office of Human Resources designating a Veterans Liaison who serves to assist veterans in the application and onboarding process. The liaison makes direct contact with veteran service agencies and veteran applicants and provides support and guidance throughout the hiring process. Collaboration also continues with the on-campus Veterans Office in helping to identify potential candidates for employment. Similar efforts have been made to foster outreach with the disabled through local support and service organizations. And in collaboration with the Provost and Human Resources, in Spring 2017 the Black Faculty and Staff Network (BFSN) Affinity group, convened a Faculty of Color Writing Collective in support of underrepresented junior faculty research and writing.

For the fifth year in a row FSU has been awarded the Insight into Diversity Higher Education Excellence in Diversity (HEED) award from Insight into Diversity magazine, the oldest and largest diversity-focused publication in higher education. Additionally, the College of Medicine earned distinction as one of twenty four recipients of the Health Professions HEED award - a national honor recognizing U.S. medical, dental, pharmacy, osteopathic, nursing and allied health schools that demonstrate outstanding commitment to diversity and inclusion. The medical school was recognized during its very first year applying. FSU was also recognized for the third year in a row by Insight into Diversity as one of 10 Diversity Champion colleges and universities in the nation. Diversity Champions demonstrate an unyielding commitment to diversity and inclusion throughout their campus communities. Such consistent recognition is a testament to the work that the Council and our campus partners have put into making D&I a sustainable institutional priority.

The President’s Diversity and Inclusion Mini-Grant Program launched in fall 2017. To support efforts which align with the University’s new strategic plan, the Office of the President, through the Diversity & Inclusion Council, solicited proposals for the implementation of diversity and inclusion initiatives and projects that further the diversity goals of the University. Mini-grant
proposals were accepted and reviewed for all diversity related areas, with the following specific target areas:

- Enhance the quality of teaching and learning about diversity.
- Create a welcoming and inclusive work and learning environment where differences are respected and valued.
- Improve recruitment, retention and graduation of students from historically underrepresented groups.
- Increase recruitment, retention and success of faculty from historically underrepresented groups.

There were over 50 application submissions and the fund was able to award 10 of the proposals. The average amount of each award was $1,000. During the 2018 award cycle 10 new programs and initiatives were awarded mini-grants, again averaging $1,000 each.

President Thrasher has established the President’s Advisory Panel on University Naming’s and Recognitions. This 15-member panel comprised of university students, faculty, staff and alumni, and chaired by the Chief Diversity Officer, is charged with reviewing current university policies concerning campus names and markers, including statues and recognitions. The creation of the panel followed President Thrasher’s condemnation of last August’s tragedy in Charlottesville, Va., and his pledge to the FSU community to protect free speech while ensuring the safety and well-being of students, faculty and staff. The panel is charged with researching the issues, meeting and engaging with university constituencies to seek input and feedback, determining criteria for appropriate naming policies and making any other recommendations deemed necessary. During Spring semester 2018 the Panel is conducting a series of Town Hall Meetings seeking both public and campus input as they work toward addressing this issue.

In November 2018 the university launched a new institute dedicated to the study of civil rights in America and the promotion of social change. The new FSU Civil Rights Institute is the brainchild of Doby Flowers and attorney Fred Flowers, both FSU alumni. Doby Flowers was FSU’s first African-American Homecoming Queen, and her brother, Fred, was the first African-American student athlete to wear an FSU uniform. The institute will host speakers and events, curate museum exhibits, develop an interactive website and publications, support education and research and build library collections that focus on civil rights and social change.

An important part of the institution’s commitment to diversity and inclusion is making sure that students are engaged at all levels of discussion and process. In the spring of 2016 the Student Diversity and Inclusion Council (SDIC) was founded. The Council was established to promote the ideals of diversity, inclusion, and social justice among the campus community, with specific emphasis on students. SDIC is a completely student curated and autonomous organization that functions as part of the President’s office. The SDIC is comprised of an executive board and general body made up of students from all aspects of campus life to include, athletes, members of fraternities and sororities, as well students who have no previous organizational affiliation. Over the past year SDIC has demonstrated its commitment to launching and sustaining a
university-wide campaign focused on diversity and inclusion- #Power of WE. This campaign underscores the importance of making diversity a university priority and empowering members of the campus community to build their capacity to engage across the borders of difference. SDIC also serves as a representative voice on matters related to diversity and inclusion at FSU, offering insights and counsel from the perspective of the student population to the President’s Council on Diversity and Inclusion, of which Inam is also a member.

SDIC launched the #Power of WE campaign in September 2016. This student cultivated campaign was well received by the campus community and made an immediate impact. The campaign featured four “Longest Table” events which brought over 100 participants together for lunch and dialogue around diversity and inclusion. Both university President John Thrasher and the mayor of Tallahassee were keynote speakers at the first event and spoke in support of inclusivity. In March of 2017 Inam Sakinah, SDIC president, was selected to present a poster at the Association of American Colleges & University’s National Conference “2017 Diversity, Learning and Student Success.” The poster presentation documented the genesis of SDIC and was very well received by conference participants. Additional activities of SDIC have included the concept of Campus Instigations whereby public spaces on campus are targeted for engagement over the topic of diversity and conclusion. Also during the fall of 2016, SDIC released a public service announcement celebrating diversity during half-time of the FSU-Clemson football game—a prime time Division 1 game with nationwide viewership. Additional information about SDIC activities can be found at - https://powerofwe.fsu.edu/what-we-do/annual-report. The creation of this campaign is a testament to the power of the collective. SDIC has been able to bridge what seemed to be differences to bring together students, faculty and staff from all walks of campus life to do positive and productive work.

Although the preceding highlights are laudable, the institution recognizes the importance of and is committed programs and initiatives that lend to sustainability and the success of our faculty, staff and students. To that end, the following programs continue to receive both financial and structural institutional support:

- **CARE Guides** (Specialized Tours and Presentations to Underrepresented Groups highlighting access and diversity): CARE works in collaboration with FSU’s Visitor Center to accommodate the requests made by students or groups that come from traditionally underrepresented backgrounds. CARE Guides are trained FSU students that provide CARE presentations and walking tours of campus to traditionally underrepresented groups. The presentations and tours provide an opportunity to highlight the services provided within CARE, as well as academic and co-curricular opportunities available throughout the campus community. Additionally, the Guides serve on CARE and interdepartmental student panels. CARE Guides are valuable tools to recruit traditionally underrepresented students to FSU.

- **CARE Delegates** (Off-Campus Recruitment of Underrepresented Groups): CARE Delegates
provide off-campus CARE presentations to help recruit traditionally underrepresented and Pell-eligible students from across the state of Florida. They create their own schedules to deliver presentations at their former high schools, other high schools in their hometown or at local churches, community centers and civic engagement venues to promote FSU as an institution devoted to access, diversity, and opportunities.

- **FGEN2FSU**: FGEN2FSU is a free, on-campus, overnight college experience to recruit underrepresented students to apply to and enroll in FSU. The program highlights our diverse and inclusive campus community, celebrates student engagement and connections, and promotes FSU’s reputation as an academically engaging and welcoming institution.

- **Transition, Engagement, & Academic Mentoring (T.E.A.M)**: T.E.A.M. connects first-year, traditionally underrepresented students with an upperclassman peer mentor who is also from a traditionally underrepresented background. Through the one-on-one meetings between the mentors and first year students our full-time staff is alerted to any issues that may affect the students’ retention. T.E.A.M. Leaders also develop workshops and programming that help with students’ first-year transition to FSU.

- **Diversity & Inclusion Certificate Series**: This training program for FSU employees was developed and officially launched in 2014. The certificate creates opportunities for faculty and staff to explore strategic areas around diversity and to learn more about the ways in which they can assist in creating a welcoming and inclusive campus for all. The Diversity and Inclusion Certificate is a partnership between the Center for Leadership and Social Change, Human Resources and other diversity-related offices and programs across the university. Currently fifteen (15) Faculty and Staff have earned the certificate and 210 faculty and staff have participated in one or more of the certificate series courses.

- **Affinity Groups**: Affinity Groups are voluntary associations of people who have common interests. Affinity Groups play a vital role in articulating, promoting and supporting the needs and goals of their various communities and organizations. Over the past year the affinity groups have been quite active in projects related to faculty and staff professional development. The affinity groups have convened regular meetings with their membership as well as networked with other members of the campus community, with a specific emphasis on reaching out to junior faculty and students. This past spring semester a new affinity group, SANA, was established. The current Affinity Groups are:
  - Association of Chinese Professors at FSU (ACP-FSU)
  - Black Faculty and Staff Network (BFSN)
  - LatinX Faculty Staff Network
  - LGBTQ+ Faculty Staff Network
- South Asian Noles Association (SANA)
- Veterans Friends and Family Group (VF2G)
- Women In Stem