Infrastructure. The following structures are critical for the effective implementation and sustainability of the university’s goals for Inclusive Excellence

295 **Create an institutional Inclusive Excellence strategy that leverages strengths and creates opportunities for implementing best practices.**

Inclusive Excellence

<table>
<thead>
<tr>
<th>Inclusive Excellence</th>
<th>Begin in 2014-15</th>
<th>1.3a, 1.3b, 1.3c, 5.1c</th>
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2014-15 Progress Narrative

In 2014, the new Senior Advisor for Inclusive Excellence drafted the Inclusive Excellence Strategic Plan, which was shared with key stakeholders for feedback. The Inclusive Excellence Strategic Plan aligns with NKU’s strategic plan and Diversity Plan (2011-2015). The university's current Diversity Plan will end in 2015 and work has begun on the next iteration of the plan, Inclusive Excellence 2020. The Inclusive Excellence Council, a campus-wide committee created in March 2015, will be responsible for developing and implementing the planning process for Inclusive Excellence 2020. The Council is also responsible for developing the framework that will guide the planning process. The Council is also examining best practices for embedding the philosophy and practices of diversity, inclusion, and equity into the core aspects of the university. The core aspects are access and equity, teaching and learning, campus climate, strategic partnerships, and research and scholarship. In February 2015, the Campus Climate survey committee was formed to was designed and administer the campus climate survey. Data is currently being analyzed and will be shared with the campus community in the fall of 2015.

295.01 Create an Inclusive Excellence Steering Committee responsible for identifying key leverage points, developing new strategies based on best practices, implementing measures for assessment for evaluative and tracking purposes (diversity scorecard), and facilitating a process to develop the Inclusive Excellence Plan (2020).

295.02 Develop a public accountability diversity scorecard that will articulate metrics to measure progress.

295.03 Develop and administer a Campus Climate survey.

295.04 Develop a communications plan to release findings to the NKU community.
Assess the organizational needs of the Office for Inclusive Excellence in order to ensure sustainable change.

**2014-15 Progress Narrative**

In May 2015, the Office of Inclusive Excellence hired a Project Coordinator/Administrative Assistant and the Office will be hiring a part-time student worker for fall 2015. In partnership with Center for Student Inclusiveness, the office will provide a course release for one faculty member, who will serve as an Inclusive Excellence liaison to Academic Affairs for the development of co-curricula and assist in the development of a research and scholarship group.

<table>
<thead>
<tr>
<th>Task</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hire a Project Coordinator.</td>
<td>![Checkmark]</td>
</tr>
<tr>
<td>Hire two part-time student workers.</td>
<td>![Checkmark]</td>
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</tbody>
</table>

Develop a comprehensive Supplier Diversity Initiative

In 2014, NKU developed a partnership with the Minority Business Accelerator (MBA) program through the Cincinnati Chamber of Commerce; the Senior Advisor for Inclusive Excellence serves on the Leadership Council of the MBA. A partnership has been formed with Procurement Services with a focus on advancing supplier diversity at NKU. Additionally, MBA, the office of IE and the department of Management, are designing a supplier diversity workshops to be offered to relevant stakeholders.

<table>
<thead>
<tr>
<th>Task</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conduct outreach to diverse suppliers</td>
<td>![Checkmark]</td>
</tr>
<tr>
<td>Develop policies and practices, including databases, that promote the use of suppliers who may have previously been excluded</td>
<td>![Checkmark]</td>
</tr>
<tr>
<td>Participate in conferences that highlight supplier diversity programs</td>
<td>![Checkmark]</td>
</tr>
</tbody>
</table>

**Education and Communication. Establish a collective understanding of the framework of IE across the university and external community.**
Integrate Inclusive Excellence into core aspects of the university, including but not limited to: operations, academics, student affairs, and advancement.

Inclusive Excellence

Begin in 2014-15
1.3b, 5.5a, 5.5b

2014-15 Progress Narrative

The Senior Advisor:

⦁ Meets regularly with Academic Affairs & Student Affairs, Chair's Council, Faculty Senate, and Dean's Council.
⦁ Delivers implicit bias workshops and facilitates critical dialogues in collaboration with Student for Center Inclusiveness.
⦁ Advises search committees to ensure diverse applicant pools.
⦁ Initiated conversations with Marketing & Communications regarding infusing inclusive excellence into the NKU branding initiative and presented ideas regarding diversity banner campaign at the recommendation of the Diversity Climate Survey Committee.

Additionally initiatives to integrate inclusive excellence include:

⦁ Collaborating with the IE Council, the office designed a visual framework for Inclusive Excellence 2020. The design draft is receiving feedback from the relevant stakeholders.
⦁ Partnering with the Honors Program, developed the Great Divide initiative, a year-long program designed and offered by faculty who teach courses related to economic inequality. The initiative will culminate in the Economic Inequality Summit: Designing for Just Communities.
⦁ Developing the website, http://inclusive.nku.edu/.

Under Way
Not Started Under Way Completed Ongoing

300.01 Collaborate with Marketing re: infusing Inclusive Excellence into branding initiative. □ □ □ □ □

300.02 Collaborate with stakeholders in the development of marketing/recruitment materials for faculty to provide at conferences and other networking opportunities. □ □ □ □ □

300.03 Develop marketing materials for faculty and staff to present at conferences and other networking opportunities. □ □ □ □ □

300.04 Present at conferences with students, staff, and faculty on Inclusive Excellence □ □ □ □ □

300.05 Seek out current opportunities on-campus (i.e., “Celebration of Research”) for involvement □ □ □ □ □

300.06 Develop a communications plan to educate the internal and external community on the Inclusive Excellence framework. □ □ □ □ □
Develop website, calendar, and newsletter.

Meet regularly with stakeholders such as Academic & Dean’s Council, Faculty Senate, Staff Council, Chairs’ Council, and Student Affairs etc.

Develop “I am Norse” diversity marketing plan.

Regularly present NKU’s progress on inclusive excellence to internal audience and external agencies, such as Council on Equal Opportunity (CEO) and NCAA, and key stakeholders

Annual Report to NKU community to be posted on website.

Visit college- and division-wide meetings

Disseminate information about OIE through NKU networks (main webpage, This Week at NKU, etc.)

Integrate a statement on Inclusive Excellence into the Faculty Handbook.

Equitable Policies and Procedures. The following strategies will ensure that NKU is continuously moving towards attaining a more safe, diverse, equitable and inclusive community.

Develop Diversity-Issues Plan for the NCAA Institutional Performance Program

2014-15 Progress Narrative
The Senior Advisor for IE served as co-chair for the Gender/Diversity Issues & Student-Athlete Well-Being Subcommittee for the NCAA Institutional Performance Program and chaired the Diversity Committee. The NCAA IPP report, which includes the Diversity Committee report, has been published on the NKU website.

Serve as Co-Chair for the Gender/Diversity Issues & Student-Athlete Well-Being Subcommittee for the NCAA Institutional Performance Program.
Examine policies and practices that may have an exclusionary impact on underrepresented student, faculty, and staff populations

Begin in 2014-15

5.1c, 5.4a

2014-15 Progress Narrative

- Developed NKU Title IX Policy which was approved by the President and Board of Regents and published to the NKU Policy website.
- Updated university’s statement of non-discrimination to include gender identity and expression. The update was approved by the President and Board of Regents.
- Identified gender inclusive restrooms with signage in Spring 2015; efforts are underway to develop a policy regarding gender-inclusive restrooms for future construction projects.
- Collocating with LGBTQ on developing transgender inclusive resident halls.
- Addressing LGBTQ concerns regarding identifying as LGBTQ regarding application for admission appropriating identifying and changing one’s name and gender marker in NKU's central data housing system.
- Revising the university's Consenting Relationships Policy.

<table>
<thead>
<tr>
<th>314.01</th>
<th>Develop Title IX Policy</th>
<th>Not Started</th>
<th>Under Way</th>
<th>Completed</th>
<th>Ongoing</th>
</tr>
</thead>
<tbody>
<tr>
<td>314.02</td>
<td>Review Consenting Relationship Policy</td>
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<tr>
<td>314.03</td>
<td>Identify gender-inclusive restrooms on campus and have signs created</td>
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<tr>
<td>314.04</td>
<td>Collaborate with Facilities on policy regarding gender-inclusive restrooms in all new buildings</td>
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<tr>
<td>314.05</td>
<td>Revise the university’s non-discrimination policy to include gender identity and gender expression.</td>
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<tr>
<td>314.06</td>
<td>Distribute the updated the non-discrimination statement to campus stakeholders that use it, such as human resources.</td>
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<td>314.07</td>
<td>Collaborate with LGBTQ Programs and Services to develop polices that create safe learning and working environments for transgender students, faculty, and staff</td>
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<tr>
<td>314.08</td>
<td>Collaborate with Admissions and LGBTQ Programs and Services to explore additions to NKU application for admission pertaining to gender identity and sexual orientation, in order to appropriately address the academic retention and success of LGBTQ students</td>
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<tr>
<td>314.09</td>
<td>Support LGBTQ Programs and Services in creation of Alumni network</td>
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</table>
Program Quality: The following strategies are critical for a student success and professional development.

304 Collaborate in the intentional design of co-curricular programming that is infused with global and multicultural perspectives, aligned with curriculum, and promotes transdisciplinary learning through inter-group dialogue.

**2014-15 Progress Narrative**

The Office of IE regularly collaborates with the Center for Student Inclusiveness. To further faculty involvement with co-curricular programming funding for course release time is being allocated.

The Office of IE is working with CSI and International Education Center on the Intercultural Competence Certificate. The partnership will include Human Resources.

| **304.01** | Collaborate with Student Affairs |
| **304.02** | Obtain funding for a PT faculty position with course release to liaison between Office of IE, Center for Student Inclusiveness and Academic Affairs |
| **304.03** | Partner with Center for Student Inclusiveness and International Student Education to develop a Certificate Program for Intercultural Competence. |
| **304.04** | Partner with NKU LGBTQ Programs and Services and faculty to develop Queer Studies program. |

306 Participate in Academic Affairs’ general education planning in order to promote academic equity through infusion of diverse content and inclusive pedagogy.

**2014-15 Progress Narrative**

A re-examination of general education has not yet started.

| **306.01** | Provide educational opportunities for faculty to learn about incorporating topics related to identity into curriculum. For example, LGBTQ themes and historical figures |

**Inclusive Excellence**

- **Begin in 2014-15**
- **1.1b, 1.3a, 1.3c, 1.4b, 3.2a, 3.2b, 4.1c**

- **Not Started**
- **Under Way**
- **Completed**
- **Ongoing**

**Under Way**

**Ongoing**

**Completed**

**Not Started**

NKU

Tuesday, September 15, 2015
### 2014-15 Progress Narrative

The Senior Advisor is participating in Leadership Northern Kentucky with the purpose of developing community partnerships.

<table>
<thead>
<tr>
<th></th>
<th>Develop a Community Advisory Board</th>
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<tbody>
<tr>
<td>307.01</td>
<td>Under Way</td>
<td>Completed</td>
<td>Ongoing</td>
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<thead>
<tr>
<th></th>
<th>Develop formalized relationships with appropriate external partners</th>
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<tbody>
<tr>
<td>307.02</td>
<td>Under Way</td>
<td>Completed</td>
<td>Ongoing</td>
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