TOWARD A PATHWAY TO PURPOSE
ANNUAL INCLUSION UPDATE, 2017-2018

EDGECWOOD COLLEGE
FOUNDATIONS OF EDGEWOOD COLLEGE

OUR CORE VALUES
Truth, Justice, Compassion, Community, and Partnership

OUR IDENTITY
Sponsored by the Sinsinawa Dominicans, Edgewood College is a community of learners that affirms both its Catholic heritage and its respect for other religious traditions. The liberal arts are the foundation of all our curricular offerings in the humanities, arts, sciences, and professional programs. Committed to excellence in teaching and learning, we seek to develop intellect, spirit, imagination, and heart. We welcome people who reflect the rich diversity of the world’s cultures and perspectives. We foster open, caring, thoughtful engagement with one another and an enduring commitment to service, all in an educational community that seeks truth, compassion, justice and partnership.

OUR MISSION
Edgewood College, rooted in the Dominican tradition, engages students within a community of learners committed to building a just and compassionate world. The College educates students for meaningful personal and professional lives of ethical leadership, service, and a lifelong search for truth.

OUR VISION
Edgewood College will be an inclusive model of learning, teaching, and scholarship. Our students, alumni, faculty, and staff will be recognized for their pursuit of purposeful lives, vibrant and sustainable communities, and a just world.

EDGEOOOD COLLEGE PROMISE
What is meaningful to members of the Edgewood College community, experienced consistently enough that we can promise it with integrity? Connecting learning, beliefs and actions

INCLUSION
Our mission as a Dominican Catholic institution of higher education calls us to the intentional pursuit of justice. We commit to doing the challenging work of building an inclusive learning community, ensuring students, faculty and staff from underrepresented and historically marginalized populations are present, fully included, and successful. We demonstrate a culture of inclusion by making sure that issues of and actions toward inclusion are central to every aspect of our daily work and by cultivating an environment where all faculty, staff, and students apply the awareness, knowledge, and skills to live and work effectively with individuals across the rich spectrum of diversity. We also recognize our role in setting an example to further advance ongoing efforts toward realizing diversity and inclusion achievements. We strive to recognize, respect, and support the intersections of diverse identities as critical points of strength, learning, and growth.

EDGEWOOD COLLEGE COMMITMENT TO DIVERSITY AND INCLUSION

LEARNING: ANCHORED IN OUR DOMINICAN HERITAGE

1. Sponsored by the Sinsinawa Dominicans, Edgewood College is a community of learners that affirms both its Catholic heritage and its respect for other religious traditions and spiritual perspectives.
2. Dominicans are called to preach the Gospel as a way to nurture relations among people of every rank and class, based upon recognition of their basic needs, human dignity, and infinite value.
3. A Sinsinawa Dominican education celebrates a diverse and collaborative community. Students are taught to share their talents and insights, to collaborate with others, to recognize diversity and differences in our world with respect.
4. In that tradition, we welcome people who reflect the rich diversity of the world’s cultures, perspectives, and experiences.
BELIEFS: WHAT DOES THIS REALLY MEAN TO US...

1. Injustices and inequities of power and privilege are a reality in our world, and their existence serves to perpetuate both overt and subtle discrimination, intolerance, hate, micro-aggressions, and attitudes of indifference.

2. Each of us has the ability and responsibility—in our pursuit of justice—to address inequities in all aspects of our institutional life that interfere with the fulfilling of our mission, vision, and values.

3. Diversity is an essential element of meaningful teaching and learning. Its presence deepens and makes more authentic our search for truth through multiple perspectives.

4. Our commitment to diversity and inclusion draws us into the world and invites the world to our College. It acknowledges our mutual dependency and shared responsibility for each other and the common good.

ACTIONS: WHAT WE ARE CALLED TO DO...

1. We seek to create inclusive living, learning, and working environments that reflect the demographics of the communities we serve and that foster open, compassionate, and thoughtful dialogue and engagement with one another.

2. We expect all members of our College to assume responsibility for understanding and engaging with the diverse individuals and communities that comprise our learning community, with particular attention to groups that have historically been marginalized in society and institutions of higher education.

3. We will acknowledge and confront inequalities and injustices, including those that negatively impact teaching and learning and those that exist at the institutional level—structures, policies, and practices.

4. We will ensure that ongoing opportunities for learning and professional development around issues of diversity and inclusion exist for our students, faculty, and staff.

INTRODUCTION

In the fall of 2017, Edgewood College President, Scott Flanagan, introduced a new Strategic Plan which sets a dynamic framework to guide our actions and decisions into the future. Three strategic themes (Student Learning, Inclusion & Community Impact) provide the grounding for our framework and Strategic Area #5 specifically highlights our commitment to building an inclusive College where individuals across the rich spectrum of diversity succeed and belong.

This annual report reflects on the significant strides in the past 12 months toward achieving Edgewood’s vision of being an inclusive model of learning, teaching, and scholarship. Institutionally, we continue to build on our articulated commitment to diversity & inclusion and fundamentally believe that diversity is a core element of meaningful teaching and learning. This report is organized around six major sections: Investing in Diversity, Living Out Our Commitment, Events & Campus Engagement, #NotOnOurCampus, Deeping Partnerships, and Campus Demographics.

Together, we have made great progress in developing a foundation for inclusive excellence, but it is important to recognize that there is still much work to be done to ensure every student and employee can be successful at Edgewood College.

In the spirit of transparency, we offer this annual update on inclusion.

Sincerely,

Tony R Garcia
Executive Director of Diversity
Special Advisor to the President’s Cabinet
During the 2017-2018 academic year, leadership of Edgewood College significantly invested college resources toward enhancing our diversity efforts. The creation of new positions, programs, grants, and fundraising totaled well over $1,000,000.

We will continue to ensure that underrepresented and historically marginalized students, staff, and faculty at Edgewood College have the necessary resources and support to be successful.

**Leadership & New Positions:**

- The creation of a new leadership position, the Executive Director of Diversity & Special Advisor to the President's Cabinet. This position is responsible for coordinating the planning, decision-making, and execution for diversity & inclusion initiatives, and serves as a member of the President's Cabinet.

- Investing resources to transition the Director of the Center for Multicultural Education (CME) from a 3-credit course release, to a full-time Director. The CME Director is responsible for faculty development on the topic of inclusion.

- Allocating operational funds to support the establishment of the Multicultural Achievement Support Program (MSAP) and securing funds to hire a full-time program coordinator. MSAP serves underrepresented freshmen and sophomores at Edgewood College and provides students with the additional academic & personal assistance to ensure a smooth transition.

- Two important positions were created within the Cutting Edge Program in the School of Education, the Cutting Edge Coordinator of Alumni Relations and the Cutting Edge Precollege Coordinator, to better support students with intellectual developmental disabilities.

- The Office of Military and Veteran Services created a new role, the Veterans Academic Career Counselor, to better assist student veterans with the necessary resources to be successful at Edgewood College.

**Grant Funding, New Programs & Scholarships:**

- The authorization of a transformation fund to build a Precollege Enrichment Network at Edgewood College. Included in this proposal is the development of a precollege program designed to reach 6th grade students, with a goal of serving 50% students from underrepresented populations. This request also included funds for a part-time precollege coordinator.

- Funding for the Cutting Edge Precollege Program, an Ideas for Impact initiative, was approved to create a program designed to provide an on-campus experience for students with intellectual or physical disabilities, ages 16-21 years.

- A $131,250.00 grant was awarded to Edgewood College to create an emergency fund to help students quickly address financial setbacks so they don’t lose focus on their coursework and can continue on their way to graduation.

- Edgewood College received a $294,446 grant from the Department of Justice to support ongoing efforts to enhance prevention of, awareness of, and the response to sexual assault, domestic violence, dating violence, and stalking on campus.

- An Annual Trustee's Opportunity Fund secured resources for the development of the ALANA Network Peer Mentoring Program. The ALANA Network is an employee resource group that is comprised of faculty and
staff of color. The mentoring program will pair junior ALANA faculty/staff with senior ALANA faculty/staff.

• The Sharing the Dream Committee continued to raise scholarship funding for Undocumented students. Three $2500.00 scholarships have been awarded to students and over $20,000.00 has been raised to support this student population.

• The Community Scholars Program has continued to attract the attention of donors and corporate sponsors and raised well over $235,000 during the 2017-2018 academic year. The Community Scholars Program is designed to develop future leaders and scholars from underrepresented backgrounds.

• Institutional sponsorship dollars were awarded to several community based organizations that support diverse populations, including: the NAACP of Dane County, Centro Hispano of Dane County, the Urban League of Greater Madison, Omega School, YWCA of Madison, the Hmong Language & Cultural Enrichment Program, and Women in Focus.
LIVING OUT OUR INSTITUTIONAL COMMITMENT TO DIVERSITY:

As an institution committed to confronting inequalities and injustices, including those that exist at the institutional level (structures, policies, and practices), during the 2017-2018 academic year we double downed on this commitment and took several concrete action steps to advance diversity at Edgewood College.

As our strategic plan indicates, we are committed to creating systems, spaces and resources that address the specific needs of underserved student population

- The Board of Trustees approved the revision of the College’s identity statement to ensure that all populations, including transgender and gender non-conforming students, were welcome at Edgewood College.

- The President’s Cabinet passed a resolution to celebrate Indigenous People’s Day in the fall of 2018 on Cristopher Columbus Day and also developed a Land Recognition Statement, honoring the Ho-Chunk land the College is positioned.

- Dr. Flanagan established the President’s Diversity Leadership Council, a group that advises the President on topics of diversity and stewards the execution of inclusion actions within the strategic plan.

- The Diversity Practitioner Committee, an institutional committee on diversity, was created and is made up of an extended group of diversity practitioners to better coordinate diversity programming and events.

- The School of Nursing, School of Business, and the School of Arts & Sciences established school-based diversity committees.

- A policy audit was conducted to ensure the College’s non-discrimination policy, affirmative action policy, Equal Opportunity Employer statement, and recruitment policy were current and consistent across campus publications. Advancement policies, like the gift acceptance and naming policy, were also revised to incorporate our diversity commitments.

- The Office of Human Resources revised the College’s hiring and selection process, ensuring inclusive excellence was at the center of our work. Search committee chairs are now required to participate in an annual bias training.
EVENTS & CAMPUS ENGAGEMENT:

A central component to creating a vibrant and diverse community is ensuring that culturally relevant programs, speakers, and events are hosted on campus.

We continue to work toward creating inclusive living, learning and working environment by integrating social justice across student learning experiences and holding inclusion central to every aspect of our work. Some 2017-2018 highlights, include:

NATIONAL SPEAKERS

- Aman Ali, Muslim Comedian and Storyteller, was on campus in fall of 2017 and gave a crash course in “Islam 101.” Aman engaged participants on topics of religion, difference and his journey visiting 30 Mosques in 30 Days.
- Eboo Patel, founder and president of the Interfaith Youth Core, joined our campus for the spring 2018 Sienna Lecture. Eboo’s keynote addressed how interfaith work can provide the platform for cooperation rather than division.
- Eddie Moore, Jr., Director of the National White Privilege Conference, engaged with faculty, staff and students in early 2018. “Dr. Diversity” led an inspiring discussion on the topic of building anti-racist, inclusive organizations.
- The COR Office hosted the nationally renown conference, Engaging the Other, which featured transnational speakers and panelists. This conference is grounded in promoting respectful and inclusive dialogue across difference.

MULTICULTURAL STUDENT PROGRAMMING

- The Office of Student Inclusion & Involvement held the inaugural Multicultural Student Graduation which recognized and celebrated all of the multicultural graduates of Edgewood College for May, August and December of 2018.
- The Association of LatinX Students created their inaugural Day of the Dead installment in the main common area of 2nd floor Predolin. This installment brought to life the rich and beautiful culture of the LatinX community.
- The Black Student Union invited campus leadership to a new event, A Seat at the Table, an evening of culture, food and honest dialogue.
- The Office of Military & Veterans Services screened the documentary, Almost Sunrise, a film that followed two veterans who struggle with depression upon returning home from service. Following the film, staff in the Office of Military & Veterans Services led an engaging discussion on mental health and student veterans.
PROFESSIONAL DEVELOPMENT

- The Edgewood College Board of Trustees engaged in a three-hour long educational session on the topic of diversity & inclusion.

- The Office of Diversity & Inclusion continued the Diversity Benefits Everyone series, a monthly professional development workshop for faculty and staff, engaging on the topics of: Charlottesville, Gender Inclusion, Student Veteran Support, 1st generation experience, Mental Health, Dismantling Institutional Biases, and Engaged Mindfulness.

- The Center for Multicultural Education established a Multicultural Learning Fellowship Program, offering both students and faculty an opportunity to engage in research or community-based projects.

- During the month of February, the School of Business Executive Speaker Series hosted a community conversation on Disparities in Healthcare in African American Communities. Faculty, staff, students, and community members attended this wonderful event.

- In the spring of 2018, each member of the President’s Cabinet completed a “Managing Bias Training” which explored the foundations and manifestations of bias and strategies to intervene.
At the end of January, two unfortunate incidents of bias occurred outside of the Office of Student Inclusion & Involvement. The image of Dr. Martin Luther King, Jr., which was used for the promotion of the annual DREAM Week celebration, was defaced on two separate occasions, bringing our campus to a standstill.

Shortly after the 2nd incident of bias, the President's Diversity Leadership Council met with campus administration to strategize an appropriate response and the inaugural all-campus diversity forum was planned. The following Monday, classes and programs were cancelled, and over 700 faculty, staff and students joined campus administration for a candid conversation about the recent acts of bias.

Following the diversity forum, Student Senate issued an open letter to administration, outlining their hopes (and needs) for an inclusive College. Embedded in the letter was also an invitation to administration to be present at an upcoming student walk-out. At the walk-out, students elevated their voices and shared their personal experiences studying and living on the Edgewood campus. Students echoed the sentiment in the 9-point letter and encouraged administration to cultivate a campus climate where all students can be their genuine-self without fear of discrimination or hate.

As a College, rooted in the Dominican tradition, we are committed to responding to the needs of our time and we took several actions that strongly stated "NotOnOurCampus:

- Dr. Flanagan, President of Edgewood College, met several times with Student Senate to delve deeper into the 9-point letter. During this time, Dr. Flanagan, also provided clear updates on progress toward achieving these commitments.

- The Board of Trustees developed a resolution outlining 4 different action items to advance diversity at Edgewood College:
  » Diversify the racial/ethnic makeup of the Board of Trustees
  » Engage the Board of Trustees in bias training
  » Hold the College accountable for actions on the topic of diversity
  » Ensure resource allocation toward diversity initiatives

- The President's Cabinet committed to a year-long educational plan, beginning in the fall of 2018, to explore the following topics of diversity: whiteness, power/privilege, structural racism, organizational culture, and understanding the diversity of the Madison area.

- Faculty Association passed a set of actions that addressed the faculty concerns included in the Senate commitment letter:
  » The Division of Academic Affairs and members of the Faculty Association commit to the following actions:
    - Providing developmental learning opportunities that reach all our faculty and teaching staff in support of diversity and inclusion goals;
    - Creating clarity about process and accountability for interactions that occur between faculty and students within and outside the classroom;
    - Ensuring integration of diversity and inclusion components into hiring and orientation processes
    - Devoting resources to ensure that these things can be accomplished.

- The Women & Gender Studies department issued a statement on race with over 100 faculty signatures.
DEEPING PARTNERSHIPS:

Our core value of partnership realizes that vital community partnerships are essential to the pursuit of our mission. Our articulated commitment to diversity and inclusion further builds on this value, by drawing us into the world and inviting the world to our College. It acknowledges our mutual dependency and shared responsibility for each other and the common good.

During the 2017-2018 academic year, we enhanced our presence in the community by:

- Signing a Memorandum of Understanding with Madison Metro School District to support their equity-based curriculum, the Pathways Program.
- Hosting the Wisconsin Faith Voices for Justice annual Ramadan Iftar, welcoming over 200+ Muslim community members to campus to “break the fast.”
- Deeping our partnership with the Latino Chamber of Commerce by hosting their business incubator graduation at Edgewood College and providing student talent to help develop their business websites.
- Working with the Hmong Institute to develop a Hmong American Community Certificate Program aimed at educating professionals on how to better serve Hmong cliental.
- Partnering with The College Station, the Urban League of Greater Madison, and Alpha Phi Alpha Fraternity, Inc. to host the inaugural MLK College Readiness & Success Summit, promoting access to higher education for all student populations.
- The Association of LatinX Students partnered with Centro Hispano of Dane County and “adopted” a LatinX family over the holiday season, purchasing Christmas gifts for the entire family.
- The NAACP Dane County Branch hosted their annual ACT-SO Competition at Edgewood College (for the 4th consecutive year), featuring young talent from the Madison ALANA community.
- Spirit of a Woman hosted their second annual Indigenous Girls Rock Camp at Edgewood College, utilizing our facilities and encouraging indigenous girls/youth to engage in music and songwriting.
CAMPUS DEMOGRAPHICS:

At the center of becoming a more diverse and inclusive community is growing the diversity of the student body and workforce of the College. Currently, 16% of our campus community is from the ALANA community and we have established goals and metrics to grow this diversity by 1%, annually, over the next 9 years.

By the year 2027, 1 in 4 members of our community will be ALANA and we will continue to aggressively pursue this goal to ensure we reflect the communities we aspire to serve.

STUDENT DIVERSITY:

Looking back on the past 20 years, we have grown the diversity of our full-time undergraduate ALANA student body percentage from 6% to 16% domestic ALANA diversity. Another 4% of our student body is made up of international students.

First-year ALANA retention rates and 4/6-year ALANA graduation rates continue to demonstrate achievement gaps when comparing rates to the overall cohort. New programs like the Multicultural Student Achievement Program and our College’s investment in the DASH Grant will hopefully continue to close the achievement gap that exists.

During the summer of 2018, campus leadership met for a day-long retreat and solidified some guiding metrics for the institution. Looking forward, we aspire to have 25% of our student body to represent students of color and will continue to work toward 0% performance gaps across populations of student diversity.

EMPLOYEE DIVERSITY:

Tracking the past five years of employee demographics, we have continued to grow the workforce diversity of the College from 12% to 16%. This year was the first time in recent history that we had a greater percentage of ALANA employees than we did ALANA students.

During the 2017-2018 academic year, Equal Employment Opportunity (EEO) codes were assigned to all employees at Edgewood College, and the first baseline EEO report was generated in the spring of 2018. This report will serve as a mechanism to track progress and discover any challenges at each level of our workforce.

We also signed on as a partner to the PhD Project, a national project that encourages scholars of color to pursue doctoral degrees. Through this partnership, we have access to the PhD Project Job Board and their network of over 1,500 minority faculty and doctoral students.

Similarly to students, we need to continue to address the retention of our ALANA employees, especially those in leadership roles, ensuring their success and smooth transition to Edgewood College. New programs like the ALANA Network Peer Mentoring Program will hopefully assist new ALANA employees with their onboarding and ultimately lead to greater retention rates of Edgewood College faculty and staff of color.
FOR ADDITIONAL INFORMATION, PLEASE CONTACT
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