



Samford University.®

Diversity Action Plan
Progress Update
April 2023

TABLE OF CONTENTS

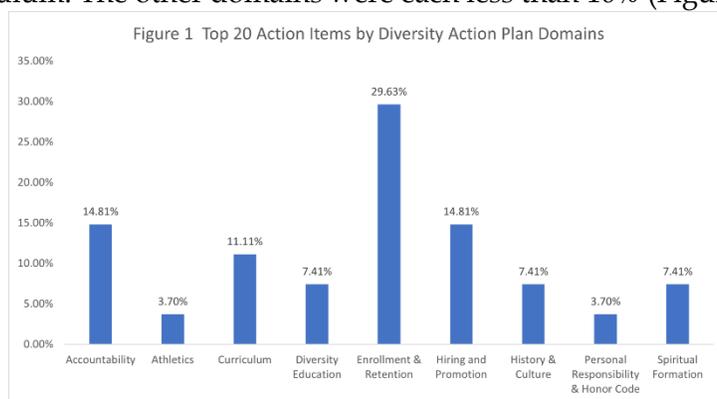
Table of Content	3
Update Summary	4
Completed Action Items	5
In Progress Action Items	6
Have Not Started Items	11

Top Priority Diversity Planning Action Items Updates Update Summary

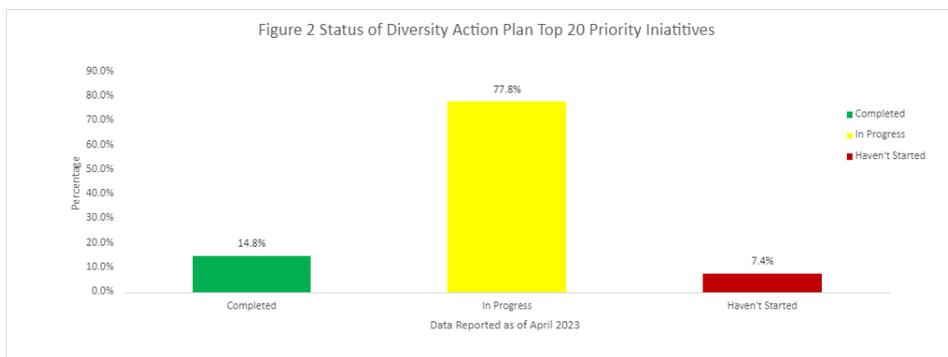
After the support of the Diversity Action Plan (DAP) by the Board of Trustees, the Executive Leadership Team (ELT) was given the charge to work on the action plan initiatives that were put forth in the DAP. To best address the targeted initiatives, the ELT were given the top 20 priority action plan initiatives to focus on. Vice-presidents of the units and divisions across campus were asked to report back to the Office of Diversity and Intercultural Initiatives (ODII) on the progress of targeted initiatives in their area. They were asked to label their progress as “Completed,” “In Progress” or “Have not Started.” The expectation of the “Completed” projects is that the work has been accomplished and no additional action is required. For “In Progress,” it is expected that either planning for the initiative has begun or that the initial activities for the initiative have taken place. If activities have not been started, they were asked to select “Have not started.” Each of these updates are color coded for your convenience and displayed below.

This summary provides an update on the progress these university divisions and departments have made as reported by the responsible ELT member. Please note that when reporting the initiatives, the report also includes the six initiatives that were labeled complete in the initial plan. There are also several divisions who were tasked to complete the same initiative.

Of the top 20 priority action plan initiatives, 29 percent were within Enrollment, approximately 15% were in Accountability as well as Hiring and Promotion domains and 11% in Curriculum. The other domains were each less than 10% (Figure 1).



As of April 2023, over 90% of the expected initiatives have either been completed or In Progress. Fourteen percent of them have been completed and 77 percent are In Progress. However, 7 percent have not been started as of this reporting period (Figure 2).



Below is the complete list of Top 20 Priority Action Plan Initiatives and their progress status.

Completed	
Action Plan Initiative	Supporting Evidence
Hold a public Reconciliation Memorial Ceremony for the dedication of the obelisk.	<ul style="list-style-type: none"> • This event took place on Feb. 15, 2022, via Campus Worship with Dr. John Cantelow as the speaker.
Encourage and increase access for underrepresented parent groups.	<ul style="list-style-type: none"> • A lone-parent family membership was added as an option to join the Parent Association. • Collaborating with Advancement to feature NPHC scholarships during the Fall 2023 Greek Life Scholarship Campaign. • The Parent Programs office will provide a reception for international parents during the 2023 spring commencement and include First Generation graduates as well.
Establish a hiring process and transparent and affords equal access to Samford and non-Samford applicants using diverse search and hiring committees.	<ul style="list-style-type: none"> • The new application tracking system, NeoEd, will allow initial screening of applicants based on qualifications with their personal identifiable information masked to conceal information that may be subject to unconscious bias. • Human Resources (HR) is working with the Office of Diversity and Intercultural Initiatives to expand and develop training materials for all employees. • Search committees are formed to ensure diverse backgrounds are represented.
Incorporate elements of racial justice and diversity, equity, and inclusion content into the core curriculum at Samford.	<ul style="list-style-type: none"> • During the academic year 2022-23 works by W.E. DuBois, Langston Hughes, and Martin Luther King Jr. were added into Core Texts curriculum. • Concepts of Fitness and Wellness includes a focus on health disparities for underrepresented groups in the curriculum.

In Progress	
Action Plan Initiative	Supporting Evidence
Establish a wide array of professional development and mentoring programming for underrepresented students.	<ul style="list-style-type: none"> • HR will develop training for Student Employee Supervisors regarding a program for Samford student employees. This will be targeted to assist students in learning proper job etiquette and skills aimed at assisting in determining and fulfilling their employment goals. • Support systems have been created for students of color through the IMPACT mentoring program. • Support systems for first generation and transfer students are being reviewed. • Admission restructured the engagement for the Diversity Recruitment Team (DRT). There is intentional involvement with DRT in strategic recruitment initiatives (peer review of marketing material and engaging prospective students through various outreach opportunities). • Director of Diversity and Access Recruitment is temporarily teaching the Ragland Scholars Foundations course.
Increase diversity of the students who hold leadership roles on campus (ambassadors, RAs, tour guides and connection leaders).	<ul style="list-style-type: none"> • Areas of campus continue to review the students selected for various teams in student life to address more balance. • Student Government Association (SGA) has added an executive director of diversity position to the student executive board.
Provide funding for mental health support for students of color.	<ul style="list-style-type: none"> • Counseling Services and Wellness Programming (CSWP) has partnered with ODII to compensate part time counselors of color to provide priority scheduling for clinical counseling sessions for students. • Funds are dedicated to providing a monthly digital wellness resource to all students to promote good health.

	<ul style="list-style-type: none"> • CSWP has recruited and appointed students of color to serve as Wellness Ambassadors. • The new counseling center, Samford Cares, is complete.
<p>Intentionally collaborate with the local Birmingham community to reshape the image and perception of Samford, with particular emphasis on marginalized communities.</p>	<ul style="list-style-type: none"> • Hosted panel discussion with Birmingham leaders regarding race and mental health. • Collaborate with the Office of Global Engagement to sponsor Global Connections event annually. • The Director of Community Engagement has been hired. • OPS and Planning are working with our contractors to improve diversity and use more minority owned businesses. • A number of internships have been created on campus to serve the students of Holy Family Cristo Rey school by exposing them to career paths and higher education opportunities. • Hosted College Choice, GEAR UP Jefferson County, and HICA (Hispanic Interest Coalition of Alabama) during the current academic year. • ODII received the Community Foundation of Birmingham grant to support a partnership with Birmingham City Schools.
<p>Develop networking opportunities for collaborative efforts with Historically Black Colleges and Universities (HBCU's) and other minority serving institutions.</p>	<ul style="list-style-type: none"> • The Bridging the Gap program partnership between Miles College and Samford University is underway. • CWSP hosted the Alabama Directors of Counseling. Several representatives from HBCU's will attend. Meeting agenda includes addressing inclusion and diversity issues facing campus counseling services. • Presidents of Miles College and Talladega College attended the Tim Tebow event as VIP.
<p>Reflect more diverse campus ministry worship experiences for students of color and expressions of faith, through diverse speakers, choirs and worship team leaders.</p>	<ul style="list-style-type: none"> • Campus worship opportunities in 2022-23 included Algernon Tennyson, Sozo Children's Choir, Jamil Gilleylen and Ronald White with the Star Church worship team.

<p>Invite representatives from local diverse churches to participate in the annual Church Connections.</p>	<ul style="list-style-type: none"> • Invitations were extended to Greater Shiloh Missionary Baptist Church, One BHM, Sixth Ave Baptist and Rock City Church to participate.
<p>Encourage all student organizations including the Student Government Association, to conduct inclusion and diversity activities and service projects focused on marginalized communities each year.</p>	<ul style="list-style-type: none"> • Student Government Association (SGA) has added an executive director of diversity position to the student executive board. • SGA Multicultural Affairs Committee has provided Diversity peer education to student leaders in clubs and organizations. • Students and staff attended the National Student Diversity Convention. • The CWS staff attended the Education DeMystification Symposium. • The Student Leadership and Involvement office hosted organization diversity training for all student organization officers and advisors. Student organizations are encouraged to partner with multicultural organizations, to promote and host collaborative events and programs, and to promote diversity and belonging for all students. • All branches of SGA complete diversity and cultural sensitivity training annually. (VPSA)
<p>Establish a professional development and mentoring programming for student athletes.</p>	<ul style="list-style-type: none"> • The Bulldog Student-Athlete Development Program is a four-year program that helps student-athletes in the areas of personal, career and leadership development in partnership with the Career Development Center. • An employer showcase for junior student-athletes was hosted to provide an opportunity for them to connect with business professionals to learn about internships and network. • Foundations 101 course created for incoming freshmen student-athletes to help with the transition from high school to college and become more familiar with campus and the community.

<p>Support cultural organizations (including with funding) in organizing events (festivals, speakers, food, dance, performances, etc.).</p>	<ul style="list-style-type: none"> • Food selections in the cafeteria have been varied to include foods from other cultures so faculty, staff and students can experience new foods and those from other cultures can enjoy some traditional favorites. • The Rotunda Club has hosted several weeklong events with specific focus on a variety of cultures. • The Office of Global Engagement sponsors the Global Connections event.
<p>Have the president and executive leadership team communicate that diversity, equity and inclusion issues and increasing diversity are a priority at Samford.</p>	<ul style="list-style-type: none"> • The ELT and division leadership discusses this frequently in monthly meetings. This message of focus is being communicated throughout the division. DEI initiatives are part of our campus development and construction processes. • ODII newsletter issued monthly to share work in the area of diversity across campus. • The university strategic plan, Fidelitas, clearly states the Diversity Action Plan be integrated in university culture, policies and procedure.
<p>Budget for and commit financial resources that support diversity, equity, and inclusion work. This includes creating the position of a diversity equity and inclusion liaison in each of the schools and units.</p>	<ul style="list-style-type: none"> • The Assistant Director of HR for Talent Management was created to support DEI hiring initiatives across campus. • Prime Buchholz, Samford’s investment consultant, completed a Diversity Equity and Inclusion Manager Survey, which includes scores and commentary on what steps Samford endowment managers have taken with respect to diversity and inclusion. • Samford endowment’s dollar-weighted average DEI score was higher than the average dollar-weighted DEI score for all Prime Buchholz clients. • Two Diversity faculty fellows were added to the Office of Diversity and Intercultural Initiatives. • A new position, Director of Diversity and Access Recruitment, was created and filled, in enrollment management, to meet diversity enrollment needs.

Determine and increase scholarship funds for students of color.	<ul style="list-style-type: none"> Funds from the Mann gift have been directed toward new, previously unfunded, scholarships.
Allocate funds to sufficiently staff support offices to meet the needs of Disability Resources; Academic Success Center; CARE Team; Counseling and Wellness; Office of Diversity and Intercultural Initiatives.	<ul style="list-style-type: none"> Operations and Planning is working with Career Development Center (CDC), Academic Success Center (ASC), Office of Accessibility and Accommodations (OAA) on new and improved spaces for many of these critical areas. New space has been created for the Care Team and CWS. A person of color has been hired in counseling.
Align implicit bias training with biblical principles of honoring differences and diverse cultures to be used to train Samford leadership, hiring managers and all search committee members.	<ul style="list-style-type: none"> HR is developing a training program for implementation utilizing "The Leader's Guide to Unconscious Bias", Pamela Fuller, with Franklin Covey. Academic Affairs hosted discussions with HR to discuss training processes.
Track number of diverse applicants, offers and new hires to evaluate the impact of diversity action goals and recommendations.	<ul style="list-style-type: none"> The new applicant tracking system NeoEd has been identified and will be implemented in the hiring process by Summer 2023. This system will allow the tracking of diversity statistics of applicants that will not be visible within the application process. NeoEd allows direct interface with multiple job posting platforms including DiversityJobs.com.
Provide campus wide activities including guest speakers that are relevant to diversity, equity and inclusion work and the goals aligned with the Racial Justice Task Force and the Diversity Action Plan recommendations.	<ul style="list-style-type: none"> Diverse speakers were hosted for the Staff Development Days, Diversity Forum, faculty development, and student programming. SGA held two open forums for students to discuss diversity issues on campus. Faculty, staff and alumni of color served as speakers for the Leadership Lunches series. Alumni office hosted the annual African American Alumni Luncheon.
Provide incentives for students of color and underrepresented students (i.e., first generation) students to study abroad.	<ul style="list-style-type: none"> ODII financially supports students to study abroad on a case-by-case basis. ODII is actively seeking further opportunities for donors to support study abroad efforts with endowed funds.

Create a resource group that shares best practices on diversity and inclusive teaching practices.	<ul style="list-style-type: none"> Faculty resources were created and best practices shared to help engage faculty in Creating Inclusive Classrooms. ODII hosted the Black Professorate conversation.
Increase the diversity at the undergraduate and graduate student population (with priority at the undergraduate level).	<ul style="list-style-type: none"> The Office of Admissions created and hired a Director of Diversity & Access Recruitment to help recruit minority students.
Engage and keep alumni of color connected to Samford through recruitment efforts and sharing their Samford experience through mentoring, university events, outreach, and fundraising.	<ul style="list-style-type: none"> SBAA Connects mentoring program established with Samford Black Alumni Association and Office of Diversity

Have not Started	
Action Plan Initiative	Supporting Evidence
Develop and implement a marketing campaign that emphasizes diversity messaging.	
Establish a bias incident reporting system and review process.	



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