

GOVERNMENTAL RELATIONS AND GENERAL COUNSEL

DIVERSITY ANNUAL ASSESSMENT REPORT

December 2012

Major Activities Related to Diversity:

- Create a University that is welcoming to diverse populations:
 - Promote FSU's commitment to diversity, inclusion, and equal opportunity, in conjunction and collaboratively with all University colleges and departments, through education, training, outreach, and policy administration.
 - Plan, develop, and conduct training, workshops, and professional development programs on cultural sensitivity, equal opportunity, respectful workplace, the employee and student dignity policy, affirmative action, and diversity education/issues; and specifically implement a university-wide anti-harassment training program.
 - Investigate and respond to discrimination, harassment, retaliation, and other employee and student dignity complaints and labor relations concerns filed against the University, its employees, students or visitors.
 - Develop a strategy for University-wide education on institutional procedures for responding to bias incidents and/or hate crimes.
 - Develop a strategy for Title IX compliance coordination, including University-wide grievance procedures and education.
 - Promote mediation as a method to resolve differences and as an opportunity to understand differences.
 - Assist in the provision of required reasonable accommodations for individuals with disabilities and universal accessibility efforts across the campus.
 - Work with others to support and enhance "town/gown" relations and partnerships.
 - Review the Divisional Diversity Plan annually and report on the activities related to the goals set forth herein.
- Recruit, retain, and graduate a diverse student population:
 - Provide support, resources, and advisement to those University colleges and departments responsible for recruitment and admissions, as requested.
 - Participate in the following activities/committees that promote diversity: Accessibility Awareness Day, Disability Liaison Committee, Martin Luther King Jr. Celebrations, and various other diversity-related events.
- Hire and retain a diverse workforce:
 - Annually prepare an Affirmative Action Plans, with accompanying placement goals, and provide guidance to divisions/departments regarding future recruitment aimed at attaining placement goals.
 - Monitor and provide guidance in hiring activities of the University to foster a diverse faculty and staff and strive to meet placement goals outlined in the University's Affirmative Action Plans.
 - Ensure the University's compliance with federal and state laws in regard to the hiring of employees, specifically designating divisional personnel and resources toward ensuring equal opportunity and affirmative action efforts by the University.
 - Provide input, assistance, and guidance to divisions/departments and search committees regarding attracting and retaining diverse faculty and staff and maintaining diversity on search committees.

- Monitor faculty and staff recruitment activities to ensure compliance with University policies and procedures, federal and state laws and regulations, and University collective bargaining agreements.
- Maintain such recordkeeping systems as necessary to monitor and report the makeup of applicant pools and annually prepare Affirmative Action Plans and adverse impact assessments as required by federal law.
- Participation in the following activities/committees that promote diversity: Accessibility Awareness Day, Disability Liaison Committee, Martin Luther King Jr. Celebrations, and various other diversity-related events.
- Create environments for student learning that are inclusive of and sensitive to a diverse student population:
 - Promote FSU's commitment to diversity, inclusion, and equal opportunity, in collaboration with all University colleges and departments, through education, training, outreach, and policy administration.
 - Plan, develop, and conduct training, workshops, and professional development programs on cultural sensitivity, equal opportunity, respectful workplace, the employee and student dignity policy, affirmative action, and diversity education/issues; and specifically implement a university-wide anti-harassment training program.
 - Investigate and respond to discrimination, harassment, retaliation, and other employee and student dignity complaints and labor relations concerns filed against the University, its employees, students or visitors.
 - Volunteer, participate in, sponsor, and/or attend diversity-related programming and activities.

Successes

- All GRGC staff participated on the division's diversity committee.
- GRGC contributed \$50,000 to the construction of the new Jim Crow Museum facility and all GRGC staff participated in the Jim Crow Museum grand opening ceremony on April 26, 2012.
- Responded to 16 formal complaints and other concerns of alleged harassment, discrimination, hostile work environment and/or violations of the Employee and Student Dignity Policy.
- Responded to 3 complaints made through the MDCR, EEOC or Department of Education Office for Civil Rights based on allegations of race and national origin discrimination and retaliation.
- Conducted equal opportunity reviews and approved approximately 180 employee searches.
- Developed and provided 10 campus training sessions on anti-harassment, respect in the workplace, cultural sensitivity, human resource management, academic freedom & free speech, protecting minors on campus, FOIA, HIPAA, FERPA, and employment law updates.
- Handled 7 legislative constituent requests: (1) Student housing issue; (3) tours of campus and (3) requests for information.
- Coordinated and hosted the 6th Annual Founders' Day Ice Cream Social. An estimated 2300 community members, alumni, students, faculty and staff enjoyed ice cream served by 25 celebrity servers.

- GRGC staff attended continuing education workshops on various topics, including; Title IX, Recruiting & Retaining a Diverse Workforce, Workplace Bullying Prevention, and Protecting Minors on Campus.
- GRGC completed the recruitment and selection process for the Director of Equal Opportunity position. A diverse and highly qualified pool was recruited, from which Matt Olovson was selected for the position.

Challenges

- The immediacy required of the division in responding to many University matters, necessitates prioritization of resources toward addressing campus legal requirements and/or liabilities. As a result, the availability of divisional time and resources correlates with its progress made on diversity related initiatives, training, and other related efforts.

Major Diversity Initiatives

- Affirmative Action Plan development, implementation, and campus advisement.
- Title IX coordination.
- Promotion of FSU's commitment to diversity, inclusion, and equal opportunity through education, training, outreach, and policy administration. Specifically, GRGC is committed to enforcement of FSU's nondiscrimination policies, auditing for institutional equity, and the provision of related campus trainings.