Chief Diversity Officer Responsibilities/Characteristics

- Marketing (recruit, importance, advocate, definition)
- Work with marketing & admissions on student recruitment
- Legal Issues
- Relationship-building (Enforcer/Enabler)
- Campus Outreach
- Strategic Planning
- Resource Officer
- Cultivate Diverse faculty & staff for role models
- Defining make up of campus goal
- Short/Long term vision for campus.
- Coordinate existing efforts (start anew)
- Diversity goes beyond physical characteristics
- Support mechanisms (build internally and externally)
- Use of “Officer” is questionable
- Strong communicator
- Include Research/Schedule to inform curriculum, strategic planning. (Ability to research, identify and implement best practices of diversity and inclusion and demonstrate an excellent command of contemporary diversity, equity, inclusion and multiculturalism concepts and issues.)
- Assessment of current status (find what is available and market it; identify gaps and areas lacking support) [assessing the level of diversity in the student, faculty and staff constituencies on campus, providing leadership in addressing any “shortfalls” observed in diversity within those constituencies and communicating with the University community regarding the assessment and progress. Leadership would entail meeting with constituency heads to share the assessments and making suggestions for addressing any shortfalls.]
- While we embrace diversity, we should focus on WCU’s strengths. This campus is not for everyone. If you need a mall, we are not your location. If you want to hike, come join us! We should embrace the diversity we have (Cherokee, Appalachia) but we cannot undue hundreds of years of cultural history. Rather than forcing a diverse culture (as it seems we sometimes do to the despair of those we recruited here who don’t find a fit), let’s focus on what is at hand. Diversity doesn’t have to be gender or color but a variety of thoughts and experiences.
- This person would need to be extremely energetic and creative as well as an outstanding communicator and facilitator. This person should report directly to the chancellor.]
- Clearing house of current and future efforts
- Recruitment (Develop/ensure we have consistent, strategic practices in recruiting faculty/staff/students)
- Funds to support diversity efforts (including recruitment)
- Professional Development on Campus
- Create a campus culture and community culture
- Policies and Procedures
- Promote change (change perception of WNC) [To promote diversity and inclusion for employees and students resulting in more representation of minorities, and cultural and ethnic groups.]
- Definition – broad (not just for faculty/staff for everyone – create diverse learning environment for students through the classroom, programs, and athletics)
- Cultural ambassador (internal/external)
- Academic student success; Advocacy
- Work with Academic affairs to ensure diverse classes are being offered (curriculum: religion, languages, history, etc.)
Advocate for infusion of diversity concepts in the general education curriculum including multiple perspectives, and teaching strategies that prepare students for success in a diverse and global workplace.

- Model Programs – Explore and implement (To promote programs that are designed not just for specific minority groups, but to bring people of various backgrounds together. And to ensure that these programs not impose needless additional burdens of reporting and data-gathering that can otherwise cripple a good idea.)

- Very clear outline of responsibilities (manageable, prioritize, recruitment, resources for opp. hires; hires; admissions & student affair; institution-wide responsibility)

- Pioneering Spirit/Coalition builder

- Push us with Authority

- Bring diverse programs to campus

- Recruitment of diverse students, faculty and staff (retain those persons)

- Ensure equity and equitable policies

- Should be invested in all diversities within the university and within the external communities (embed diversity into the fabric and foundation of the university)

- Advocacy for developing/understanding the hiring of new faculty

- Embedding of diversity throughout campus.

- To make sure students are receiving the services they need and to support students from a diverse background.

- Guidance on reaching populations

- Command of diversity, equity, inclusion and multicultural concepts and issues (gender equity issues)

- Knowledge of compliance issues/changes (state and federal) [Making sure that the university compiles with all federal and state compliance regarding diversity hiring processes, provide diversity programming for students, bring diversity awareness to faculty, staff, and administration]

- Minority involvement within student groups.

- Mentoring/job shadowing – alumni have questioned opportunities for current students.

- Activities for faculty/staff and student participation

- To facilitate the organization and dissemination of the large range of diversity activities occurring on campus.

- To engage community partners in the diversity efforts. To explore outside funding sources to enhance the diversity efforts. To help individual instructors connect to the overall diversity efforts so we enhance and collaborate not duplicate efforts. To celebrate the diversity of the faculty, staff, and students.

- Involved in the diversity committee

- Raising awareness will not solve the systemic issues of 1) location of campus in a poor rural white southern community 2) lack of public transportation 3) lack of minority populations in the campus and in the larger community. It is very difficult to bring diversity to a place that is not diverse.

- Involve students in regular collaborations.

- Diversity training for all faculty/staff

- Create awareness/knowledge training and programs

- Training of faculty to work with students with disabilities and limited English speaking abilities.

- Implement a plan for where we want WCU to go as an institution regarding diversity.

- Implement a plan for making WCU attractive to culturally diverse candidates/students.

- Encourage diversity with faculty/staff

- Active player in reviewing all applicant pools – meet with search committees on diversity strategies/population rates

- Cultural diversity – workforce at WCU the intercultural group as part of job searches.

- Work with corporations/businesses in giving information and reporting.

- Define what Diversity is to WCU in a broad sense and not a narrow sense (Someone who will define our desired culture for diversity and inclusion on campus)

- Assimilation without losing sense of self
• Be an internal leader on campus
• Help educate campus about diversity and cultural competencies
• Collaborate, plan, and implement cross cultural workshops regarding needs of minority populations
• Be a “champion for the cause”
• Facilitate, not dictate
• Be inclusive and coach various populations
• Build relationships with diverse groups in the region (build bridges)
• Someone who is visible, engaged, involved, etc. on campus and in the community (community outreach-working on and off campus)
• Encourage business community in Sylva (WNC) area to participate in expressing desire and respect for having minority students and faculty in the area.
• Learn about the diversity of WNC community
• Develop relationships/partnerships with organizations that represent diversity in order to provide students with more diverse opportunities.
• Develop and implement policies
• Understand rural environment
• See the position being a replacement for Henry Wong, e.g., EEO officer, person to over compliance with rules/regulations, point person for complaints related to violations of protected rights.
• In addition, the position will have the added responsibility of managing/overseeing the university’s efforts to develop a diverse community – employees, students, programs.
• Expect the CDO to be involved primarily with faculty, EPA and professional hiring actions. Other positions more likely to be drawn from a local pool where the demographics are less varied (but not to be excluded?).
• Hope that selecting the best qualified, best fit for the job is the goal, not a “quota” or prescribed selection criteria.
• Take the voice of concerns of faculty/staff/students to administration with expected action
• A diversity officer might ensure that local mountain people are provided equal access to scholarships and admissions opportunities as foreigners and other minorities. Our sports programs are an example of programs that lack diversity.
• Cultivate a level of trust and security so that staff will feel there is a level of confidentiality
• Have experience in the field and be well-regarded in the profession (HR experience as well)
• Corporate/public sector experience in a similar role
• Work with Intercultural Affairs (students) and HR (faculty/staff) on retention initiatives
• Set annual goals for minority staff/faculty percentages
• Educate hiring managers
• Establish a diversity council
• Have an understanding of higher education (have experience in higher education)
• Develop a student voice related to diversity
• Ensure the position is set-up for success
• Written extensively about diversity and inclusion (potential grant writing experience)
• Visionary
• Support for non-traditional students
• Actively engaged in diversity organizations (as a networking tool)
• Be willing to support/advocate for things that are “not the norm”
• Be a member of the Executive Council
• Work collaboratively across divisions/departments (keep an ongoing conversation going across campus) [ensure that each department has healthy goals and standards for diversity within their areas.] Generating a safe space
for campus members (staff, faculty, students, etc.) as it relates to diversity. Responding to acts of bias
Generating discussions for faculty and staff members to become more sensitive and aware of diversity issues.

- Work with recruitment and retention (have strong experience with recruitment, hiring, and retention of faculty and staff)
- Being an integral part of the employment recruitment processes, ensuring that all applicants are considered fairly/equitably, and inform searches about the diversity of their search process.
- Assist with hiring non-US citizens, working through barriers that we’ve encountered (current process doesn’t seem to support SPA position recruitment of non-citizens).
- Examine retention of traditionally marginalized individual/groups (i.e., students, graduates, staff, faculty, outreach)
- Continuance/Creation of intercollegial programs (i.e., Rural/Urban Exchange) initiative to create similar opportunities of such programs in other colleges across campus.
- Support/increase social opportunities on campus beyond February.
- Make diversity about more than just race/sex.
- Appreciation (in students) of issues beyond acculturation.
- Someone who is versatile
- Move beyond programs to “how we do things”
- **Someone who will serve as a resource/administrator for campus not a replacement for current programs/services (Also, not someone who investigates discrimination cases, disputes, etc.)**
- Someone who will access the needs for space accommodations requiring specific physical location.
- Work closely with compliance officer (help balance out the compliance officer’s role)
- Implement strategies and structure to maintain multi-ethnic workforce
- Someone who is the “face” of diversity on campus
- Be the campus “expert” on diversity
- Cannot be a “token” diversity person
- Cannot be “all things to all people”
- **Someone who has a “vision” for the University**
- **Someone who can and will evaluate current culture and understanding the importance of diversity**
- Someone who will define our desired culture for diversity and inclusion on campus
- Someone who will set time-bound goals for what levels to approach and how in-depth to educate each group
- Serve as a consultant for campus divisions/departments
- Someone who will foster a climate of respect
- Someone who will ensure curriculum infusion with regard to diversity
- Someone who is proactive, not reactive (not punitive)
- Someone who defines “diversity” in a broad not a narrow sense
- Someone who values differing opinions
- **Someone who can balance being able to respect “who we are” while getting us to where we “need to be”**
- Someone who is a good “salesperson” for the university.
- Someone who works with FM on effects of HUB.
- Someone who can secure funding to help us hire diverse faculty and staff.
How is WCU currently supporting Diversity?

- Intergroup Dialogues
- Diversity Committee (CEAP) diversity dialogues
- Outreach to Public Schools/Community
- Rural/Urban Exchange
- Jamaican Programs
- Mountain Heritage Center Exhibit/Outreach
- Mountain Heritage Day
- Roots in the Mountains
- WALC-Tutors Intercultural AFF/IPS
- Student organizations/Student Affairs
- Leadership Programs
- Project Discovery
- Suite 201
- Intensive English program
- Religious observances
- Military students
- Host Family program – used to have but maybe need to bring it back
- North Carolina Council on Developmental Disabilities (NCCDD)
- AdvancEd for North Carolina.
- Nursing Grants
- Vecinos
- PSDS (funding & awards)
- EBCI
- Step Afrika
- Campus Theme
- Student Success
- Red Zone
- Safe Zone
- Intercultural Affairs Department
- Diversity Week
- GLO
- Ember
- MLK Events
- Awareness Months (Native American, African American, Women’s History, etc...)
- Project CARE
- WHEE Empower
- IRIS - GLBT Organization
- Service Learning Initiatives
- Inspirational Choir
- International Programs and Services
- International Fair (Festival of Nations)
- International Studies
- Study Abroad/Study Abroad Fair
- Cherokee Center
• Cherokee Health Initiative (Native Health Outreach)
• Cherokee Language Program
• HR Equal Opportunity
• Disability Services
• Residential Living Programming
• University Center Programming
• Love Your Body Week
• Vagina Monologues
• World AIDS Day
• Truthwriters
• Organization of Ebony Students
• Greek Week
• Conferences and Workshops
• Mental Health Awareness
• WCU Creed
• BIAS Team
• Consent Initiatives (Sexual Assault Awareness)
• ByStander
• Homecoming
• Student Government Diversity Council
• SGA Senator
• Diversity Awards and Scholarships
• NPHC
• Silent No More
• LASSO
• Relay for Life
• Take Back the Night
• Social Justice Institute
• Religious Organizations
• CAPS Outreach
• Title IX Compliance and Initiatives
• Salary Equity
• Diversity Climate Assessment
• Domestic Partner Benefits
• Council on Diversity and Inclusion
• Vet to Vet Program
• Adaptive Sports
• Speech/Hearing Clinic
• Physical Therapy
• Secrets of Powerful Women Classes
• Band of Brothers Classes
• Financial Aid
• Braille Signage
• LEAD Classes
• CAT Camp
• Transaction Day
• Club Zero
First Generation
IT strategic plan support community service
20/20 plan supports diversity
Women in Leadership
Exchange Programs
UP Program
Welcome Committee (College of Education and Allied Health)
Counseling and Psychological Services diversity services (LGBT support group)
Diversity Plan
Alumni Relations
Women’s Conference
African American Reunion & Post Game Reception
Groups/clubs, awareness events more on the student side.
Workshops offered through the Compliance office.
Hiring Managers are often left to their own creativity to meet diversity goals
Identification of under-represented groups
Professional development workshops on diversity and cultural diversity.
Need for Community support structures inside/outside the University
Eliminate/mitigate barriers
Departments plan and advertise a range of diversity activities from movies to speakers to activities. Individual classes support aspects of diversity that are relevant to their topic content. Diversity is an aspect of searches.
We highlight certain months/times of the year to recognize diverse groups - maybe some more than others. We promote events and student groups that represent diversity.
There are events for women, gay students, gamers, and a variety of other niche groups.