West Virginia University

Division of Diversity, Equity and Inclusion

Transforming WVU into a model institution of diversity and inclusive excellence for the state and the nation

David M. Fryson, Esq.
VP DDEI
Wild and Wonderful – Almost Heaven
West Virginia

• Two Big Hairy Goals (BHAG) for West Virginia University

• 1. Change the National Perception of WVU and West Virginia

• 2. Change the Diversity Reality of WVU and West Virginia
DIVISION OF DIVERSITY, EQUITY AND INCLUSION

CHANGES IN OFFICE STRUCTURE
Office of Accessibility Services Moved to Academic Affairs with a convenient Downtown Campus Location
DIVISION OF DIVERSITY, EQUITY AND INCLUSION
SENIOR LEADERSHIP TEAM

David M. Fryson, Esq.
Vice President for Diversity, Equity and Inclusion

Dr. Samuel Lopez
Assistant VP
Office of Diversity Initiatives

James Goins
Director
Office of Equity Assurance/Title IX Coordinator

Mariana Matthews
Assistant Director
Title IX Prevention Education

Rob Lyons
Director
Office for Innovative Inclusion & Outreach
NEW OFFICE OF INNOVATIVE INCLUSION & OUTREACH (OIIO)

When the Affirmative Action/EEO Office was transferred to HR DDEI, developed a new office for Inclusion headed by Rob Lyons

Proactive Approach to Healthy Campus Climate means:

• Augmenting the faculty’s good work with efforts outside of the classroom
• Moving our Reality closer to our Rhetoric
• Fostering an appropriate balance between:
  – Promoting the safety and security of all members of the campus community, and
  – Protecting academic freedom and free speech
OFFICE OF INNOVATIVE INCLUSION & OUTREACH (OIIO)

Proactive Approach to Healthy Campus Climate means

Meaningful Inclusion = Diversity + Shared Aspirations

• Background – Over the past several months

  Campuses nationwide are experiencing a spike in:
  – Faculty concerns related to infringement of academic freedom
  – Headline grabbing events of unrest and protests sometimes leading to violence
Specific Initiatives to improve Campus Climate

- Contribute to, support, and promulgate University-wide messages on Civility - reinforcing shared core values
- Conduct listening tour with Student Leaders and Orgs
- Collaborate with Housing & Residence Life in equipping staff to address conflicts appropriately
- Collaborate with Adventure WV to engage students (targeting leaders) in the “Civility Challenge Course”
Office of Innovative Inclusion & Outreach (OIIIO)

OIIIO continues to assist with diversity recruiting for:
Faculty
Staff
Students

Geared toward a more diverse and inclusive institution
2017 Higher Education Excellence in Diversity (HEED) Award

For the second consecutive year WVU has received the HEED Award from INSIGHT Into Diversity magazine.

The INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award recognizes colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.

The HEED Award measures an institution’s level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through initiatives, programs, and outreach; student recruitment, retention, and completion; and hiring practices for faculty and staff.
Role of DDEI

• Resource for the campus and community
• Educate & Inform
• Not to “change minds” or negate a different opinion
• Multiple perspectives
• Assist with preparing WVU for the future
Diversity Initiatives

- M.A.L.E. Initiative
- Chancellor’s Scholars Program
- Council for Women’s Concerns
- Campus Climate Survey
- EqualiTEA
- Multicultural Graduation Celebrations
- Human Rights Film Festival
- Diversity Week
- Women of Color Luncheon
Campus Collaborations

- Enrollment Management
- Office of Global Affairs
- LGBTQ+ Center
- Center for Black Culture and Research
- Alumni Affairs
- Academic Affairs
- Athletics
Diversity Initiatives

Planned Initiatives:
• Campus Diversity Council
• Student Advisory Council
• Campus Diversity Grant Program
• Faculty research support
  • Diversity Statement/Data
Community Partnerships

- Greater Morgantown Interfaith Association
- Monongalia County Schools
- Morgantown Area Chamber of Commerce
- League of Women Voters of West Virginia
- West Side Revive Project – Charlestown, WV
DIVERSITY WEEK / OCTOBER 7-14, 2017
ONE MOUNTAINEER FAMILY

http://diversity.wvu.edu/diversity-initiatives/diversity-week

West Virginia University
How Can We Help You?

- Outreach efforts
- Speaking engagements
- Diversity Training & Facilitation
August – now highlights

**Title IX training**

- Facilitated **117 live** trainings
- Online Training Breakdown
  - **4,625** new/incoming students
  - **807** new employees
- Children on campus policy
  - **6,213** trained
Title IX 2017 Events

It’s On Us
- We have hosted 31 Awareness events since August
  - It’s On Us tabling
  - Resource fairs
  - International Student Orientation
  - New Student Orientation
  - Welcome Week
  - Alcohol Education and Sexual Health
  - Awareness Movies
  - Self defense (P.R.O.T.E.C.T) & Empowerment programs (UPD)
  - Developed SGA & Equity Assurance prevention platform
    - Launched Big XII SGA It’s On Us Video
  - WVU Football Games & Athletic Events
  - ROTC
  - ONELove Healthy Relationship Training
  - Social Media pushes

WVU Peer Advocate
593 Tweets

WEST VIRGINIA UNIVERSITY
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Developed weekend training into pilot course
Fall ’15 -> Fall ‘17
- 3 credit service and learning course
- 1 section in Fall ‘15 → 3 sections for Fall ‘17
- 253 WVU students have completed the Title IX course
  Material: advocacy/crisis intervention, active listening skills, Title IX policy and resources, medical process, legal/criminal response, counseling/recovery resources, reporting/non-reporting options, laws/policies, cultural/societal factors
- Over 300 Title IX resource consultations by WVU Peer Advocates
- Continuing to “live” respond to student sexual assaults at Ruby
- 24-Hour Equity Assurance Hotline 304.906.9930
- 7,121 Volunteer hours towards WVU’s Million Hour Match
Opened a ‘soft interview room’ in April 2017

Soft Interview Room

Collaboration between WVU, local law enforcement, local crisis shelter, Lowes, local furniture store, & local electrical business.
In April 2016 and again on January 2017 we were invited to the White House by Vice President Joe Biden to be recognized for our It’s On Us efforts.
QUESTIONS - DISCUSSION

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