

***Reflective Process for Diversity
Staff Questions***

Note: The terms underserved and diverse are used interchangeably and refer to a broad and inclusive category of students, faculty or staff. Our diversity tenets include sex, sexual orientation, race and ethnicity, color, nationality, gender identity and expression, mental/physical ability, religious affiliation, and age.

When reflecting upon the questions below, remember to think broadly. Many of the inquiries mention students specifically; you may also include comments regarding faculty and staff in your responses. Some of the questions may require that you look beyond your workplace setting. Feel free to include information about casual contacts you make outside of the University.

Campus Climate

- Is the environment that I control warm and welcoming to all individuals?
- Do I speak up when hurtful or disrespectful words are spoken by those with whom I interact?
- Do I notice when students from under-served groups are not included in decisions that directly impact them?
- Have I reached out to include diverse colleagues and students in my activities?
- Does Towson promote diverse programming in which students/faculty/staff interact and learn about each other?
- Are there institutional structures that limit or discourage students from under-served groups from being successful on campus?

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Professional Development

- Do I participate in conversations that challenge my bias and/or stereotypes?
- Have I reflected on my practice and policies to examine where I may be exclusive of individuals from under-served groups?
- What discussions have I participated in at my professional meetings which raise issues about diversity in our profession/position?
- Have I examined the content of the programs offered in my unit to assure that it is inclusive of all?
- Are my practices sensitive to differences in cultural understanding?
- Have I voiced my concerns about increasing the numbers of diverse higher education leaders/faculty/staff through support and encouragement by all areas of the campus?

Partnerships

- How could my activities with partners off campus embrace Towson's commitment to diversity on campus?
- Do the businesses and community organizations with whom I work have diversity programs that could attract diverse students to our campus? Could I serve as a mentor/friend in one of these programs?
- Are there scholarships available from my partners that could assist in removing financial barriers to college? Are there funds for work study/assistantships?
- Are there role models in my partnerships who could assist students in navigating career opportunities/internships while they are completing their degree?

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Retention

- How do I encourage students to remain committed to completing their college education? Have I volunteered to mentor a student?
- How do I engage in reaching out to students who seem isolated or struggling with our campus? What keeps me from engaging in meaningful conversations about the college experience of Towson's students?
- Do I know the depth of services offered at Towson to assist students who need assistance?
- What have I done to create a warm and welcoming environment for all students in my work space? Have I participated in diversity committees or programming?
- Have I supported colleagues by sharing resources related to opportunities for advancement at TU? Have I volunteered to formally or informally mentor a colleague?

Recruitment

- Do I participate in community activities where I could engage students from underserved groups in the possibility of going to college?
- What partnerships exist with K-12 public and private schools? What might I contribute to these partnerships?
- How can I develop ways to meet diverse students and share with them the benefits of attending college? What stereotypes keep me from knowing more about diverse students and keep diverse students from knowing more about me?
- What ways can I work to improve the process in my office in terms of recruitment of diverse staff?

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Assessment

- Do I know what the access and enrollment issues are for students on my campus?
- Am I aware of how financial aid (including college scholarships) is awarded?
- Have I conducted any evaluations of our programming to examine the impact on students, faculty and staff from under-served groups?
- Do I know what legislation would support Towson's diversity efforts?
- Have I examined the diversity data/reports about my campus? Do they provide an accurate and thorough assessment?
- Have I read the reports of the educational contributions that all students receive when they learn in a diverse environment?
- Do I understand the economic impact of diversity on our community, state and nation?