Since the Welcome Home Diversity Council was created in January 2017, thanks to the good work of the Vision 2020 Diversity Team, the group has made considerable strides towards the recommendations and direction from Senior Leadership. A summary of the Council’s 2018 activities, organized by its original mandates (in red), is below.

1. Expand Belmont’s working definition of diversity by reconstituting and expanding the charge and mission of the Welcome Home Team to include the following areas:

1a. Addition of race, ethnicity, gender identity and sexual orientation. The new definition was created last year and was approved by Senior Leadership. The definition of diversity at Belmont is as follows -- "We are all created in the image of God, living as Christ’s body on earth with respect to differences that include, but are not limited to, ethnicity, gender identity, race and sexual orientation. The institutional definition of diversity at Belmont is consistent with our mission to engage and transform the world with disciplined intelligence, courage and faith. Our worlds and actions toward everyone must be embodied with respect, dignity and compassion."

This definition is utilized for all operations. It is a part of the Council’s training materials and is communicated whenever possible.

Additionally, the Council has created a 'hub' for diversity information, housed at www.belmont.edu/diversity.

The Belmont State of Mind
1. Expand Belmont’s working definition of diversity by reconstituting and expanding the charge and mission of the Welcome Home Team to include the following areas:

1b. Enhancement of current institutional surveys to include a diversity section.

The team is working to incorporate diversity components into a campus-wide climate survey, facilitated by HR, that will address a number of areas across campus life. Additionally, the team created a survey, utilized after all Belmont State of Mind training sessions, to further inform the evaluation and effectiveness of future sessions. From the first iteration, a series of changes were adopted to ensure faculty and staff are receiving information that is pertinent to the work they do on campus.
1. Expand Belmont’s working definition of diversity by reconstituting and expanding the charge and mission of the Welcome Home Team to include the following areas:

1c. Expansion of the membership of the Welcome Home Team to include representatives from the proposed Diversity Council.

- The Welcome Home Diversity Council was created in February 2017 to serve in an advisory capacity to senior leadership on all topics related to diversity and inclusion.
- The Council is comprised of 20+ individuals from across campus including faculty, staff, students and members of administration.
- This expansion was facilitated last year and now, the Welcome Home Diversity Council meets monthly as a group. Subsequent teams, including the Racial and Ethnic Diversity Team (RED Team) and other student groups, meet frequently and report back to the Council.
- The Belmont State of Mind, created last year, continues to serve as the University's overarching diversity and inclusion initiative. Communication and marketing materials related to diversity and inclusion use the State of Mind's logo campus-wide.

The Belmont State of Mind

STATE OF MIND
Initiative for Diversity & Inclusion
2. Human Resources will develop and execute diversity training for the campus community (including senior level administration) by utilizing the “train the trainer” model.

- As reported last year, the first round of Belmont State of Mind training sessions began and were facilitated in spring 2018. 93% of faculty participated in this experience, a 3-session series that focused on cultural humility and the cultural competency continuum, while 86% staff members completed a similar experience (and additional staff members are currently registered to participate in the session).
- After reviewing participant feedback, a new experience, inclUsion, was developed and since its first meeting in early October, 450 employees have participated. This session is centered on inclusion and invites participants to take part in a hands-on experience, followed by a facilitated discussion. It will continue through the Spring semester as all Belmont employees are expected to participate.
- Beyond this experience, the Belmont State of Mind Diversity Training was also facilitated to more than 600 student leaders prior to the 2018-19 school year’s August start.
2a. Hiring managers will receive training and incorporate a diversity component into the interview process (i.e. questions).
   
   - The WHDC is working with Human Resources and will move forward with implementation in the coming semesters.

2b. Diversity related questions will be developed and used for performance reviews and faculty qualification in TK20.
   
   - Diversity-related questions have been added to annual Dean and Chair evaluations.

2c. Diversity components will be integrated into the university community of learning.
   
   - A committee, made up of faculty representatives and Dr. Mary Clark, has continued to meet surrounding this topic. This group is thinking through opportunities to integrate diversity components into the First Year Seminar experience, campus-wide curriculum, opportunities for student experiences and more.
The WHDC completed many initiatives throughout the 2018 calendar year including:

1. The Presentation of the Dr. Fannie Hewlett Leadership Award

   - In honor of Dr. Fannie Hewlett, Belmont’s first African American graduate, the University created the Dr. Fannie Hewlett Award in 2016 and presented it to one undergraduate and one graduate student this year.
   - This award celebrates racial and ethnic diversity by recognizing student courage, leadership and a contribution to a culture of inclusion at Belmont.
   - This award will continue to be given each year at Scholarship and Awards Day, and currently, the Welcome Home Diversity Council is discussing the creation of a new award, the Diversity Champion Award, which would be given each year during Diversity Week. That planning is underway.
2. Diversity Week 2018

- In its fourth year on campus, Diversity Week 2018 included more than 20 opportunities for faculty, staff, students and administrators to engage with diversity and inclusion.
- These events included convocations, speakers, service events, a privilege walk, opportunities to experience diverse cuisine, a walking tour of Fisk University and more.
- Additionally, the Council sought out intentional partnerships with offices across campus, ensuring additional programming opportunities throughout the week.
3. Welcome Home Diversity Council 2018 Retreat

- The Council met for two days in July 2018 to discuss the upcoming academic year and further establish goals and priorities that relate to Vision2020.
- During this retreat, a concrete plan was developed for training and since then, the plan has been implemented.
- Additionally, Council members were invited to join one of three groups focused on priorities for the upcoming year including student recruitment, faculty and staff development and faculty engagement. Since the retreat, the Council has focused on the implementation of its training series, but beginning in the spring semester, additional emphasis will be given to the other main areas of emphasis – student recruitment and faculty.
4. Efforts Recognized

Belmont's Diversity and Inclusion efforts were recognized throughout the community in a number of ways including:

- As an Institution Committed to Diversity for 2018 by Minority Access, Inc., a national nonprofit organization committed to increasing diversity, decreasing disparities and reducing incidences of environmental injustices. This is the third year in a row the university has been recognized.

- The Nashville Area of Commerce's 2018 Commitment to Outstanding Diversity and Inclusion Champion Award. Joyce Searcy, director of community relations and a member of Belmont's Welcome Home Diversity Council, was honored with the NAHCC’s Outstanding Service Leadership Award.

- The 2018 Corporate Award from the Nashville Minority Business Center, during the organization's 36th annual Minority Enterprise Development Week, given in honor of Belmont's Supplier Diversity Program.
5. Diversity Fellows Program

This post-doctoral teaching and research program provides a two-year, comprehensive, university-level teaching and research experience with a Belmont faculty member mentor to members of under-represented groups that have recently completed their terminal degree.

- The Fellows program assists in developing the pipeline for faculty to transition from graduate research at “R1” institutions into teaching-research positions at institutions like Belmont.
- Appointments are for a 12-month, full-time contract that includes teaching two to three courses per semester over two years (including summer teaching/research assignments), under the guidance and supervision of a Faculty Mentor.
- All Colleges throughout the University are encouraged and able to participate in the Fellows program.
6. Ongoing Initiatives

The Council is currently working through many initiatives for the coming year including:

- An advanced and improved reporting process, opportunities for student engagement surrounding diversity
- The development of a director-level group for diversity and inclusion support
- Additional community engagement opportunities for members of the Belmont community
- An expansion of Diversity Week Programming into the Spring semester
- Joining the CEO Action for Diversity and Inclusion Initiative, created by Price Waterhouse Cooper
- And more!
Vision 2020 Initiatives

1. WE WILL strive to attract, retain and graduate extraordinary students.
2. WE WILL pursue transparency, open conversations and positive relationships as tools for creating a renewed sense of mutual respect and collaboration.
3. WE WILL ensure long-term organizational strength by the efficient and responsible use of our resources.
4. WE WILL engage in ongoing evaluation of our learning processes and adapt to changing environments.
5. WE WILL utilize technology related to information dissemination, learning, instructional delivery and administrative practice to innovate.
6. WE WILL continue our commitment to be “Nashville’s University,” aligning Belmont’s vision and resources with the ever-changing needs of the people in our community.
7. WE WILL exemplify our Christian faith by responding to the imperative expressed in James 1:22, which states “Do not merely listen to the word… Do what it says.”