The Vision 2020 Diversity Team received communication in late January 2017 that shared many approved recommendations from Senior Leadership, including the creation of an expanded Diversity Team, now known as the Welcome Home Diversity Council (WHDC). A summary of the Council’s activities throughout the last year, organized by approved recommendations, is below in red:

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:

   a. Addition of race, ethnicity, gender identity and sexual orientation. The WHDC now operates with this definition of diversity: “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 words and actions toward everyone must be embodied with respect, dignity and compassion.”
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:

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

- The WHDC will review the National Survey of Student Engagement data and others to determine if information regarding diversity and inclusion can be aggregated.
- One component of the Belmont State of Mind, the University’s diversity and inclusion initiative, is a faculty survey that will inform further training opportunities.
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:

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

- The WHDC 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.
- The Council worked to create the Belmont State of Mind, the university’s overarching diversity and inclusion initiative, created to further emphasize the importance of diversity and inclusive excellence across campus and ensure all members of the Belmont community are familiar with this essential institutional priority. Members of the WHDC made presentations to all Colleges on the components of this initiative and its institutional importance. The Welcome Home Team’s work, related to race and ethnicity, has continued through the newly named RED Team (racial and ethnic diversity).
2. Human Resources will develop and execute diversity training for the campus community (including senior level administration) by utilizing the “train the trainer” model.

- ALL Belmont employees, including both faculty and staff, will participate in a diversity training experience centered on cultural proficiency and implicit bias by August 2018.
- A group of 3 faculty members from the College of Pharmacy (Drs. Edgar Diaz-Cruz, Hope Campbell & Angela Hagan) developed the training for faculty and created a similar experience for staff that will be facilitated by a group of staff members specifically selected based on their passions for this topic.
- The diversity staff training, a partnership between Human Resources and the WHDC, serves as each staff member’s diversity competency training for the Be You U program. It is expected that all members of the Belmont community complete these training experiences.
- Student training experiences are currently under development and will begin with student leaders during Summer 2018.
a. 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.

b. Diversity related questions will be developed and used for performance reviews and faculty qualification in TK20.
   - The WHDC is working with Human Resources, the Provost and OAIR and will move forward with implementation in the coming semesters.

c. Diversity components will be integrated into the university community of learning.
   - A committee has been formed to begin their discussions surrounding this topic. The committee will explore opportunities to integrate diversity components into the First Year Seminar experience, campus-wide curriculum, opportunities for student engagement and more.
The WHDC completed many initiatives throughout the 2017 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.
- The Council also hosted a luncheon after the award ceremony, where Dr. Hewlett shared remarks with award recipients and other attendees.
2. Diversity Week 2017

- In its third year on campus, Diversity Week 2017 included more than 20 opportunities for faculty, staff, students and administrators to engage with education experiences related to diversity and inclusion.
- These experiences included convocations, speakers, service events, a Privilege Walk, dance performances and more.
3. Welcome Home Diversity Council 2017 Retreat

- The Council met for two days to discuss the upcoming academic year and further establish goals and priorities that relate to Vision2020.
4. Hosting Scholars-In-Residence

- During 2017, three scholars-in-residence visited Belmont’s campus to share their expertise with students, faculty and staff.
- The College of Health Sciences and Nursing hosted Dr. Karen Bankston, associate dean for clinical practice, partnership and community engagement in the University of Cincinnati’s College of Nursing, the College of Liberal Arts and Social Sciences hosted Dr. Alma Clayton-Pedersen, chief executive officer of Emeritus Consulting Group and the College of Pharmacy hosted Dr. Caroline Gaither, senior associate dean and professional education divisions professor in the Department of Pharmaceutical Care & Health Systems at the University of Minnesota.
5. Minority Access Recognition

- Vice President & Chief of Staff Dr. Susan West was honored with a National Role Model Award in 2017, an honor that recognizes students, faculty, alumni and innovators who are dedicated to diversity and inclusion, by Minority Access, Inc.
- Additionally, Belmont was recognized as an institution committed to diversity for the second year in a row.

6. Initiatives that are Underway

- The Council is currently working through many initiatives for 2017-'18 including an advanced and improved reporting process for concerns, opportunities for student engagement surrounding diversity, additional development of diversity-related peer groupings and additional community engagement opportunities for members of the Belmont community.