

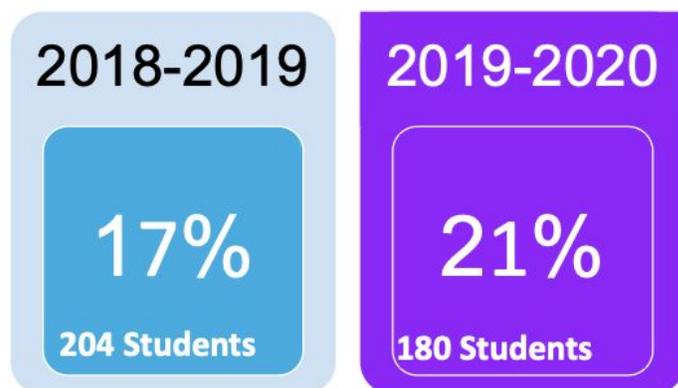
## Annual Report – 50in5

January 22, 2020

### **Enrollment, Recruitment, and Retention**

#### **Enrollment 2019-2020**

### Fall Enrollment Racial and Ethnic Diversity, Pre-50in5 to 2019-2020



#### **Recruitment Summary**

##### 2019-2020

59 events  
Ethnic (30%)  
Denominational (24%)  
Colleges (16%)  
LGBTQ (10%)  
Other i.e. grad fairs, religious, civic, social justice (20%)

##### 2018-2019

56 events  
Ethnic (24%)  
Denominational (17%)

Colleges (14%)

LGBTQ (11%)

Other i.e. grad fairs, religious, civic, social justice (30%)

## **Diversity Training**

### *Staff*

Our staff, including President Wolfe, have participated in 4 of 6 day-long diversity, equity, and inclusion workshops. The last two workshops will take place in January and February. The workshops are modeled after our Identity, Power, & Difference curriculum and taught by facilities who have taught this particular course.

### *Faculty*

All of our faculty, including Dean of the Faculty Lee, have participated in the first two of five workshops led by Stephen Lewis of FTE. The design has addressed long-standing issues preventing effective cooperative faculty work on diversity, core commitments to valuing diverse scholarship and diverse classrooms, and will address best practices for instructors when diverse classrooms experience conflict.

### *Board of Trustees*

Our trustees voted to participate in diversity, equity, and inclusion workshops as well. A subcommittee of the board is in conversation to begin the workshops in 2020.

## **Employment**

### *Recruitment*

We continue to post jobs on diverse media sites. When we post on HigherEd Jobs, we pay an additional fee to notify candidates that we are an institution that intentionally seeks a diverse workforce. In addition to Iloff, we post at the following schools:

- Regis University
- Colorado College
- CU Boulder
- CU Denver
- University of Northern Colorado
- Metro State
- New Mexico State
- University of New Mexico
- Washburn University
- University of Chicago
- Morehouse
- Northwestern University
- University of Michigan

- DU
- St. Olaf
- Howard University
- Tuskegee
- Spelman

### *Application*

In our application process, we continue to strive for racially and ethnically diverse search committees. We also include questions to evaluate the applicant's cultural sensitivity and humility.

### *Hiring*

We continue to intentionally seek to hire a diverse workforce.

### **Teaching**

#### *Course design*

Faculty, including both core and adjunct faculty, have been encouraged to revisit their syllabi for the purpose of enlarging the diversity of scholarship in assigned readings. Several faculty made changes in required fall 2019 courses.

### **Support for Students**

Faculty of Color began to host a gathering for students of color one evening each Gathering Days. Held in a faculty member's home, with all of the faculty of color participating, these evenings provide opportunity to develop relationships, learn about how faculty have dealt with common issues experienced by persons of color in academia, and problem-solve specific concerns at Iliff. These are supported financially by the Dean of the Chapel's budget.