



AUBURN  
UNIVERSITY

# Task Force Progress

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ESTABLISHED 1856

**Presidential Task Force**  
*for Opportunity and Equity*

# Agenda

- Brief Overview
- Timeline
- Subcommittee Progress
- Next Steps



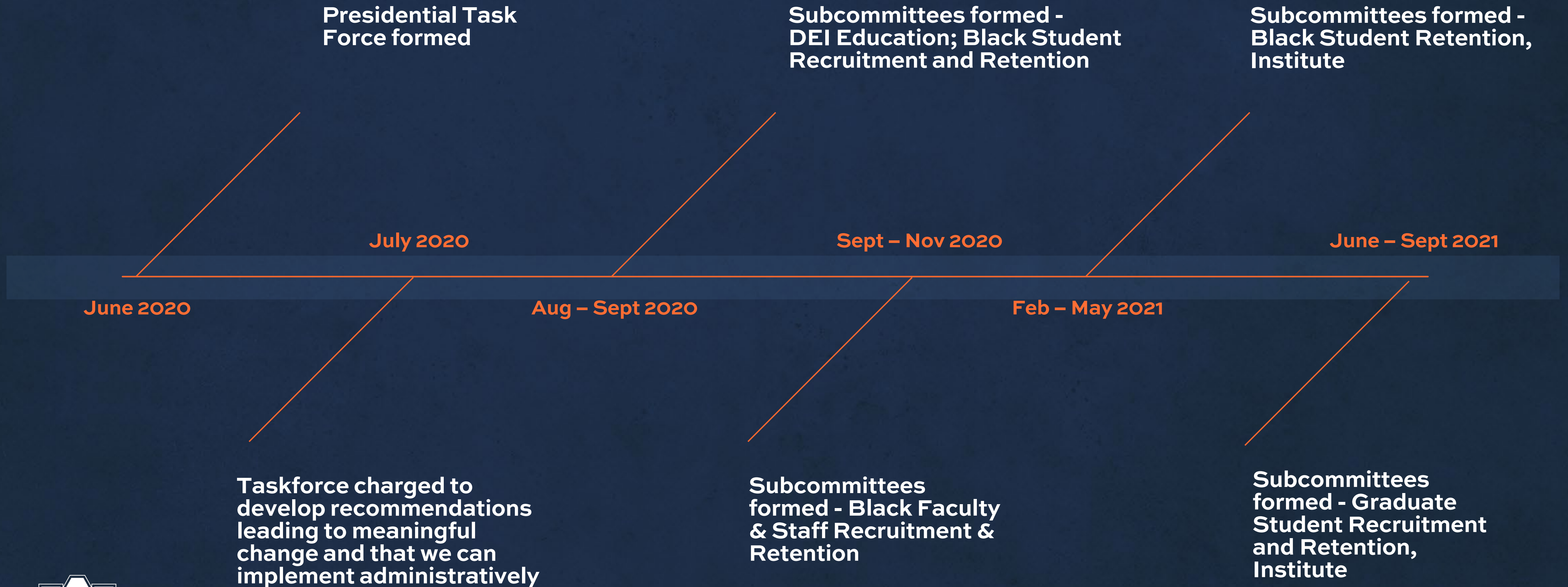
# Overview

- The Presidential Task Force for Opportunity and Equity is a representative team invested in developing an equitable and inclusive Auburn University. Our current priority is to examine racial inequality and to recommend strategies for addressing disparities. The membership of this group may change in response to specifics that may emerge.
- <https://auburn.edu/equitytaskforce/>

The screenshot shows the Auburn University website for the Presidential Task Force for Opportunity and Equity. At the top is the Auburn University logo and name. Below that is a navigation bar with links for Home, Members, Meeting Information, Auburn Inclusion, and Contact. The main heading is "Presidential Task Force for Opportunity and Equity". A paragraph below explains the task force's mission: "The Presidential Task Force for Opportunity and Equity is a representative team invested in developing an equitable and inclusive Auburn University. Our current priority is to examine racial inequality and to recommend strategies for addressing disparities. The membership of this group may change in response to specifics that may emerge." Below this is a section titled "Taskforce Progress" with a sub-heading "Auburn University Diversity Statement". The statement text reads: "Diversity, equity, inclusion and social justice are important values at Auburn University. Auburn University will proactively work to eliminate barriers facing underrepresented community members and commit to sustaining and supporting diversity in all its forms including those based on life experience, gender, sex, nationality, race, identity, ethnicity, age, political affiliation, sexual orientation, gender expression, gender identity, socioeconomic status, veteran status, disability, neurodiversity, and religion. Auburn will actively cultivate a community where all members are valued, respected and can thrive personally and professionally. Auburn will invest substantial resources to increase the number of underrepresented groups in all facets of the University to include staff, students, faculty, vendors, partners and those who offer voluntary service. Auburn will measure its commitment to diversity, equity, inclusion and social justice through ongoing assessment and evaluation of activities and individual and collective actions as reflected in practices, procedures, programs, relationships, behaviors and campus culture." At the bottom of the page are four dark blue buttons with white text: "Members", "Meeting Information", "Auburn Inclusion", and "Contact".



# Task Force Timeline



# DIVERSITY, EQUITY & INCLUSION FALL 2021 HISTORIC HIGHLIGHTS



## HERITAGE MONTHS at Auburn



### August

#### POSITIVE IMPACT ON FALL 2021 ENROLLMENT

- +20% increase in new Black Freshmen & Transfer
- \$3.5M awarded in need-based Aid.
- Avg. Amount Awarded \$8,000

#### LAUNCHED INCLUSION ANCHOR PAGE

<http://www.auburn.edu/inclusion/>

- 4,480 Pageviews
- 1,064 Unique Users



### October

#### EXPANDED AUBURN FIRST & DEVELOPED THE AUBURN FIRST TUITION WAIVER

#### EVER AUBURN SCHOLARSHIPS

- Match will provide more than \$9 million for deserving students.

### November

#### INCREASED MINIMUM HIRING RATE

- Doubles the federal minimum wage

#### ENHANCED THE HAROLD FRANKLIN DESEGREGATION MARKER

#### NPHC LEGACY PLAZA GROUNDBREAKING

# Subcommittees

- **Diversity Statement**
- **Diversity, Equity and Inclusion Education**
- **Black Faculty Recruitment & Retention**
- **Black Student Recruitment & Retention (*Undergraduate*)**
- **Black Staff Recruitment & Retention**
- **Institute for African American and Black Studies Subcommittee**
- **Black Graduate Students**
- **Black Student Retention (*Undergraduate*)**



# Diversity Statement



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Task Force Progress

# Diversity Statement

Diversity, equity, inclusion and social justice are important values at Auburn University.

Auburn University will proactively work to eliminate barriers facing underrepresented community members and commit to sustaining and supporting diversity in all its forms including those based on life experience, gender, sex, nationality, race, identity, ethnicity, age, political affiliation, sexual orientation, gender expression, gender identity, socioeconomic status, veteran status, disability, neurodiversity, and religion. Auburn will actively cultivate a community where all members are valued, respected and can thrive personally and professionally. Auburn will invest substantial resources to increase the number of underrepresented groups in all facets of the University to include staff, students, faculty, vendors, partners and those who offer voluntary service.

Auburn will measure its commitment to diversity, equity, inclusion and social justice through ongoing assessment and evaluation of activities and individual and collective actions as reflected in practices, procedures, programs, relationships, behaviors and campus culture.





## Diversity, Equity and Inclusion Education

**Goal:** Promote EEO/DEI\* education across the campus and provide an opportunity for students, faculty and employees to complete a common learning module. Develop strategy to ensure access to EEO/DEI resources for foundational and continuing EEO/DEI education.

### Progress Tracker

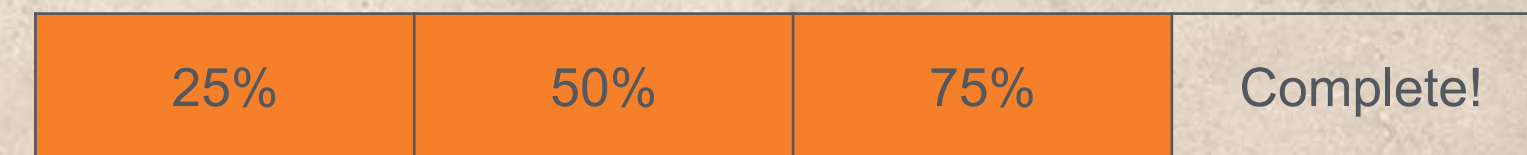


- ✓ Procured EverFi Title IX, EEO and DEI education modules.
- ✓ Develop and launch foundational EEO/DEI education module for faculty, staff, administrator and professional employees.

## Black Faculty Recruitment & Retention

**Goal:** Utilize diversity and EEO informed tools to increase the presence of faculty who identify as Black/African American.

### Progress Tracker



- ✓ Leverage SEC network through the [SEC Emerging Scholars Career Preparation Workshop](#), initiating in Fall 2021, to recruit diverse graduate students and to identify new PhDs with diverse backgrounds for postdoctoral and Assistant Professor positions at Auburn University.
- ✓ Develop guidelines to encourage the hiring of faculty who will enhance the diversity of each of its units. Colleges/schools will have the ability to track the diversity of the pool of candidates at various stages for all tenure-track faculty positions.
- ✓ Establish policies and procedures that hold search committees and departments accountable and responsible for their faculty hiring policies, procedures and outcomes.

\*Equal employment opportunity (EEO) and Diversity, Equity and Inclusion (DEI)



## Black Student Recruitment & Retention (*Undergraduate*)

**Goal:** Increase Black student enrollment, increase aid allocated to Black students, improve racial climate, improve retention and graduation rates of Black students.

### Progress Tracker



- ✓ Pilot a flexible admissions model, expanded access by guaranteed admission to Alabama's valedictorian and salutatorian and launched the Common Application.
- ✓ Shifted at least 10% of scholarship funds towards need/non-merit aid and shifted oversight of PLUS Scholarship to Enrollment Management to ensure strategic deployment of funds.
- ✓ Identify new funds to increase need-based aid. Ensure students with the greatest need can experience the full Auburn experience. Increase the number of diversity scholarship.

## Black Staff Recruitment & Retention

**Goal:** Increase the number of full-time staff who identify as Black/African American.

### Progress Tracker



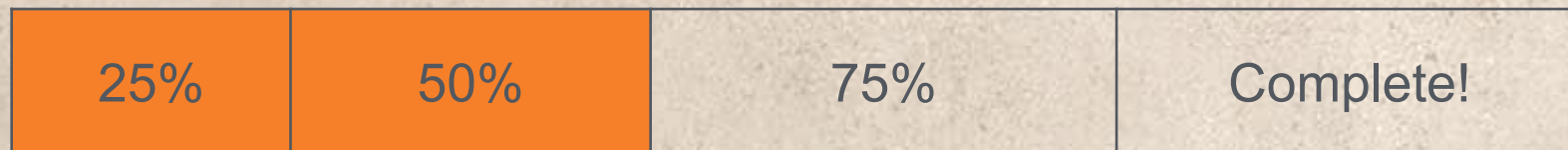
- ✓ Add proactive and specific language encouraging diverse applications to all staff postings at Auburn University.
- ✓ Audit all staff postings at multiple checkpoints to ensure diverse applicant pools are achieved. Additional outreach will occur if not achieved.
- ✓ Auburn University establishes new minimum full-time hiring rate at \$14.50 per hour. The minimum hiring rate, which doubles the federal minimum wage of \$7.25, ensures that all eligible full-time employees will earn at or above the 2021 generally accepted living wage for Lee County. Eligible part-time employees will also see a rate increase to \$14.50.



## Institute for African American and Black Studies

**Goal:** Explore the feasibility of an Institute for African American and Black Studies to serve as an empowering space to promote scholarly research and academic excellence.

### Progress Tracker

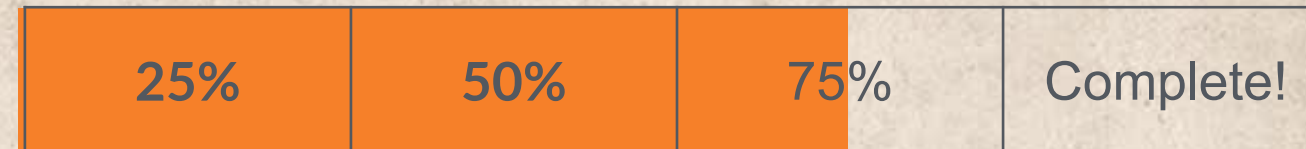


- ✓ Phase I & Phase II Listening sessions: The institute subcommittee has received excellent feedback from faculty, staff, and administrators from the listening sessions to help better define the institute structure and expected outcomes. Listening session participants discussed what they envisioned for the research focus, challenges, and organizational structure for the institute.
- ✓ Proposal Development- In Progress

## Black Graduate Students

**Goal:** Seeks to identify and find solutions for specific issues of equity, diversity and inclusion impacting Auburn University graduate students.

### Progress Tracker

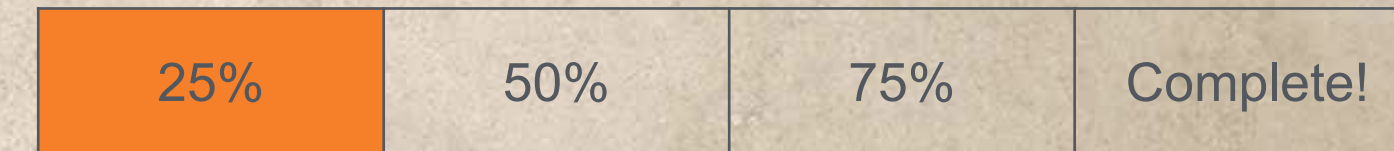


- ✓ Conduct listening sessions with graduate students across all of Auburn University's colleges and schools with the objective of assessing the climate for Black/African American graduate students.
- ✓ Develop and conduct detailed surveys to identify key issues of concern for Black/African American graduate students
- ✓ Develop recommendations & presented recommendations to full taskforce on 3/17/2022.

## Black Student Retention (Undergraduate)

**Goal:** Understand the Black student experience and recommended strategies and systems Auburn can employ to improve the satisfaction of our Black undergraduate students.

### Progress Tracker



- ✓ Division of Student Affairs has established an Office and hiring a Student Advocacy position. Student Advocacy to serve marginalized student populations.
- ✓ Perform and release a new Climate Study in Spring 2022.

*\*Equal employment opportunity (EEO) and Diversity, Equity and Inclusion (DEI)*



# Next Steps

- Complete the work of current committees
- Develop a briefing for the new president
- President determines way forward

