

**Diversity, Opportunity, and Inclusion
2023 Annual Report**

**Agency: Christopher Newport University
Year: 2023**

2023 Accomplishments

Instructions: Identify 2023 accomplishments in support of goals & objectives which provide opportunities that support the COVA DOI plan. This report will be submitted to the Governor.

	<p>Plan Goal 1: Access and Success - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.</p> <p><i>Objective 1: Continue to improve hiring processes and increase access to potential applicants from diverse populations.</i></p> <ul style="list-style-type: none">a. We have completed an analysis of our advertising sources, added LinkedIn to our advertising, and switched our diversity advertising platform from Insight Into Diversity to HigherEdJobs. All position types are posted to this advertising source; and the majority of the postings have a statement that says, “employer actively encourages applications from diverse candidates.”b. Updated Instructional and Administrative/Professional faculty resources to address diversity in search committees.c. Implemented advertising on public transportation (HRT buses) to promote further outreach in our local community.d. Revised job postings to be more inclusive to attract a more diverse candidate pool. <p><i>Objective 2: Continue to retain and promote a diverse workforce.</i></p> <ul style="list-style-type: none">a. CNU offers an alternative hiring process for individuals with disabilities.b. CNU is a Virginia Values Veterans (V3) employer.c. CNU offers a variety of programming to support diversity, equity and inclusion community welcome events, campus speakers, and service opportunities.d. All new hires attend an orientation presentation and are made aware of CNU’s inclusive principles and practices.e. Staff are encouraged to attend training and development opportunities, and employees may request specific training to address their needs. All faculty, staff and students have access to LinkedIn Learning.f. The University hosted an accessibility forum for faculty, staff and students to address accessibility on campus.g. CNU offers instructional faculty a work Visa sponsorship to foreign nationals to promote opportunities for diverse faculty. As part of the sponsorship, the university covers the immigration costs.h. The University established a faculty in excellence award to recognize instructional faculty work in DEI.
	<p>Plan Goal 2: Welcoming and Respectful Culture - Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.</p> <p><i>Objective 1: Persist in creating and maintaining a climate that is supportive and respectful and that values and integrates differing perspectives and experiences.</i></p> <ul style="list-style-type: none">a. All employees receive training on civility in the workplace in orientation, as part of annual Title IX training, and as needed based on department requests.

- b. University “Key Workplace Traditions” include inspiring and uplifting others, as defined by “*providing unconditional dignity and respect.*”
- c. CNU hosts the annual Global Conference on Women and Gender to offer different perspectives, education and embracing cultural diversity.
- d. The University has an active chapter of the Collegiate Women’s Network focused on supporting women in higher education.
- e. Employees established the Neurodivergent Faculty & Staff Group which focuses on creating support, community, and education for employees with learning disabilities and other unique functions impacting their work lives.
- f. Implementation of the Captain of the Quarter recognition program for staff, which allows faculty and staff to nominate colleagues for outstanding work. This shows a supportive culture that engages in uplifting our staff and recognizing all levels of work.
- g. The Constructive Dialogue Institute, focusing on mutual understanding and civil discourse, was implemented during the fall semester.
- h. Orientation programs for staff, faculty, and students were expanded to amplify the university values related to diversity, equity, and inclusion as well as free speech and expression.
- i. CNU hosts Visiting Scholars within the instructional faculty to offer diverse outside perspectives to our faculty and students.
- j. The university president offers monthly office hours to speak with faculty, staff and students. These meetings provide an opportunity for faculty, staff and students to speak openly with the president to offer feedback on university operations.

Objective 2: Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously.

- a. The University hosts campus forums and dialogue sessions to prompt discussions.
- b. The university offers mediation through Human Resources and the Department of Human Resource Management, and the Vice Provost serves as an Ombudsperson for Instructional Faculty.

Plan Goal 3: State Agency DOI Infrastructure & Training - Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.

Objective 1: Continue to amplify opportunities to advance the goals outlined in this framework.

- a. The President has a Council on Diversity and Inclusion which monitors and advances diversity strategies, goals, and actions supporting the university’s mission and values. The Council includes faculty, staff, students, alumni, community members, and Board of Visitors members.
- b. The President’s Council on Diversity and Inclusion sponsors mini-grants for student research dedicated to advancing university DEI priorities.

Objective 2: Continue to create structures and processes of accountability to increase organizational effectiveness with the Department of Human Resource Management.

- a. Human Resources submits the annual workforce planning/succession plan report to the Board of Visitors and the Department of Human Resource Management.
- b. The University Policy Committee reviews all policies for compliance with DHRM policies.
- c. The Chief People Officer and Chief Diversity Officer are part of the President’s extended Cabinet.

	<p><i>Objective 3: Continue to provide training and educational workshops available to all employees.</i></p>
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- a. All faculty, staff, and students are offered SafeZone training.
- b. Cultural competency development workshops, including disability education, are offered to employees.
- c. Initiatives of Change (Richmond, VA) facilitated a campus session focusing on community trust-building, conflict resolution, and effective dialogue.
- d. LinkedIn Learning training platform is offered to all faculty, staff, and students.
- e. The University sponsored two employees for the ACE Women's Network Senior Seminar. The Senior Seminar provides leadership development opportunities for women in higher education to promote professional growth.

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Diversity, Opportunity, and Inclusion
2024 Agency DOI Goals

Agency: Christopher Newport University
Year: 2024

Instructions: Align agency specific goals and objectives with COVA DOI Plan goals and objectives. These goals will be the foundation for the 2024 agency report to the Governor.

	<p>COVA Plan Goal 1: Access and Success - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting.</p> <p><i>CNU Goal 2: Recruit, retain and engage students, faculty and staff whose diverse backgrounds and perspectives demonstrate the University's commitment to inclusive excellence.</i></p> <p><i>Objective 1: Continue to improve hiring processes and increase access to potential applicants from diverse populations.</i></p> <ul style="list-style-type: none">a. Apply for and obtain a DoD contract with Skillbridge to assist with placing veterans in the workforce.b. Review the hiring process to allow for a more diverse applicant pool by using an application "review date" and "open until filled" model for Instructional and Administrative Professional faculty.c. Utilize advertising sources that increase outreach to underrepresented candidates to attract a more diverse applicant pool. <p><i>Objective 2: Continue to retain and promote a diverse workforce.</i></p> <ul style="list-style-type: none">a. Continue to make ongoing updates to the current recruitment/marketing plan in an effort to increase diverse applicant pools.b. Establish faculty recruitment, retention, and promotion action steps based on the spring 2024 faculty experience survey.c. Examine the retention data and disaggregate the information to ensure we address opportunities across the workforce.
	<p>COVA Plan Goal 2: Welcoming and Respectful Culture - Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers.</p> <p><i>CNU Goal 1: Create and maintain a culture that is inclusive, welcoming and respectful of the various backgrounds and perspectives of the Christopher Newport community.</i></p> <p><i>Objective 1: Persist in creating and maintaining a supportive and respectful climate that values and integrates differing perspectives and experiences.</i></p> <ul style="list-style-type: none">a. Continue to acknowledge and expand history and heritage months along with other observances. Focus on expanding University sponsored events that run in conjunction with events sponsored by faculty and student service organizations.b. Continue and expand educational workshops and materials on the value of diversity and efforts to enhance inclusion, and freedom of speech and expression.

Objective 2: Continue to provide an environment where conflicts, concerns, and complaints are aired and addressed expeditiously.

- a. Initiate skill-based series around constructive and inclusive dialogue using the Constructive Dialogue Institute which centers on civil discourse.

COVA Plan Goal 3: State Agency DOI Infrastructure & Training - Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees. Agencies report annually on DOI goals and accomplishments.

CNU Goal 3: Provide comprehensive education, training, and professional development programs for faculty and staff, inclusive of curricular and co-curricular activities/programs/courses, in an effort to enrich skill sets, better educate our students, and work more effectively with one another.

CNU Goal 5: Effectively communicate the University's efforts to increase diversity and inclusion on our campus.

Objective 1: Continue to amplify opportunities to advance the goals outlined in this framework.

- a. Participate in the Virginia Department of Human Resources statewide employee engagement survey.
- b. Evaluate options related to exit, onboarding, and stay interviews to gather additional feedback.
- c. The university will communicate and implement Strategic Compass priorities, including a dedicated priority to "Create a stronger culture of inclusion".
- d. Partner with EAB to expand best practices in DOI.

Objective 2: Continue to create structures and processes of accountability to increase organizational effectiveness with the Department of Human Resource Management.

- a. Human Resources will continue to submit the annual workforce planning/succession plan report to the Board of Visitors and the Virginia Department of Human Resource Management.
- b. The University Policy Committee will continue to review all policies for inclusive language.
- c. Human Resources will provide supervisory training to instructional faculty who supervise Classified staff on Virginia's DHRM processes and procedures.

Objective 3: Continue to provide training and educational workshops available to all employees.

- a. Continue and expand cultural competency development workshops offered to employees, including disability education and civil discourse using the Constructive Dialogue Institute.
- b. Additional training for Human Resources professionals on EEOC and 2024 DEI workplace trends.
- c. Update search chair training on diversity and inclusion and require all search committee members to complete the training.