

Columbus State University iSurvey/Diversity & Inclusion Awareness Project 2017

This month, Columbus State University is rolling out the **iSurvey** and **Diversity & Inclusion Awareness Project** to enhance campus culture and awareness about diversity sensitivity and inclusion across every area of the University. We are focusing to better the University through innovation and conversation. We are excited to be working with the consulting firm, Snyder Remarks, as our partner in this project. We need your involvement!

The iSurvey (Inclusion Survey):

- Over the past month, the Executive Leadership Team and the Diversity & Inclusion Committee have been actively engaged in the development and review of the iSurvey - a campus-wide inclusion survey.
- After final review by the President, the iSurvey will be completed and implemented by Snyder Remarks.
- Promotion of the iSurvey has already begun, led by the Office of University Relations and the Office of Student Affairs.
- The iSurvey is to be distributed electronically on January 23, 2017, to faculty, staff and students and will be active until February 9 and responses will be sent only to Snyder Remarks (*managed off-campus for confidentiality*)
- ALL individual information is strictly confidential and will not be reviewed by CSU except in report format with anonymous data.



**INCLUSION
STARTS
WITH**

Courageous Conversations (focus groups and individual interviews):

- Faculty, staff and students will have the opportunity to voluntarily participate in a Courageous Conversation session.
- Multiple sessions will be conducted at various times on both the central and downtown campuses.
- Snyder Remarks will facilitate the Courageous Conversations on February 20 -21 and March 8-9.
- Some groups will be organized with faculty only, staff only or students only. Some groups will have all three groups represented -- with community members joining, as well.
- Snyder Remarks will also conduct individual interviews.

Feedback and Reporting

- All information, findings and analysis from the iSurvey, Courageous Conversations, and interviews will be presented to the ELT and other campus groups following the development of an Executive Summary Report in April 2017.
- Part of the agenda for the CSU Diversity Conference in March 2017 will include initial information from the project.
- The ELT, Diversity & Inclusion Committee and Snyder Remarks will be in close communication throughout the project.
- Anyone on campus can ask direct questions of ELT, Diversity & Inclusion Committee and Snyder Remarks.

We need your help in these ways:

1. **Promote the iSurvey** in your classes and departments to create interest and engagement prior to the survey rollout on January 23.
2. **Be a part of the Courageous Conversations** focus groups and sign up
3. **Build interest among your colleagues and students** about the iSurvey and Courageous Conversations
4. We will also be offering **key questions for informal conversations** to be continued across the campus so that the entire campus is talking about it!



Thank you for your engagement. You are vital for CSU's success future!