

Where We Have Been

Where We Intend to Go

Racial Equity Plan 2019-2024

November 30, 2023



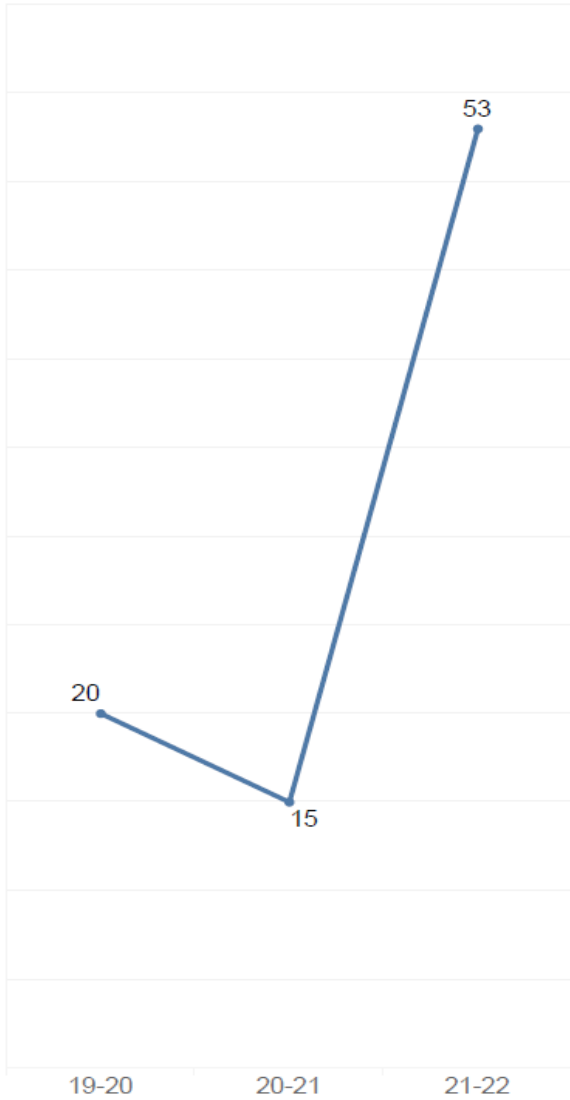
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2019-2024 Racial Equity Strategic Plan

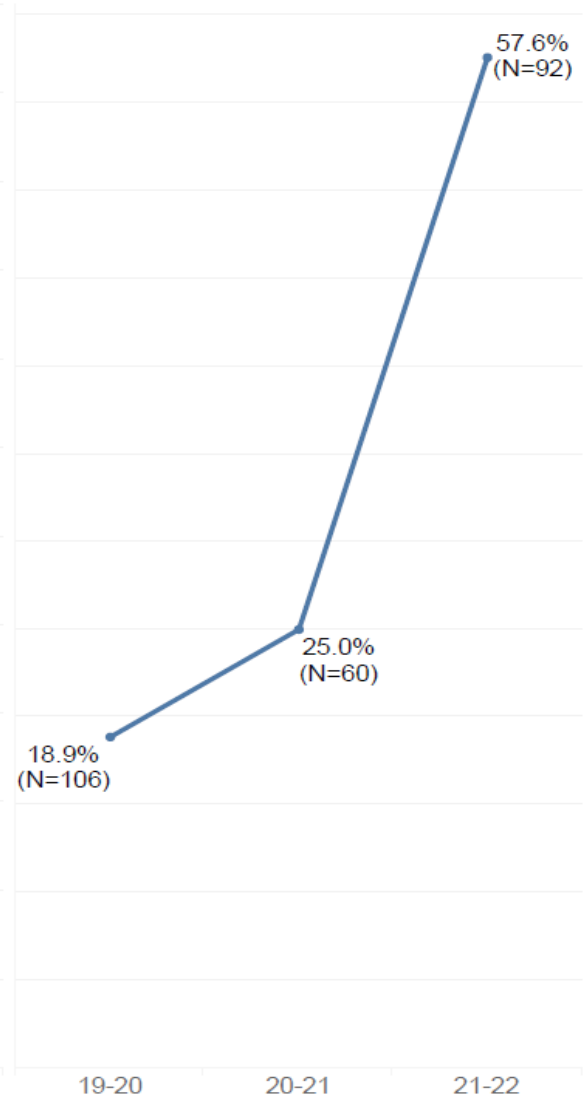
- Community
- Curriculum/Academic Initiatives
- Educational Programs
- Intersectional Work
- Recruitment & Retention
- Training & Skill Building

Racial Equity Partners, by Academic Year

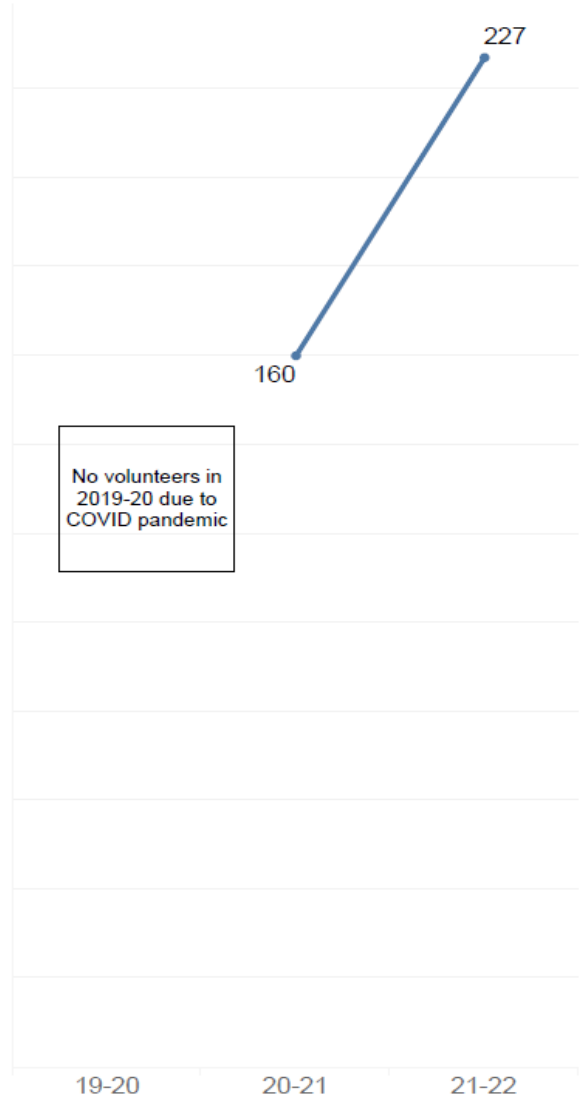
Total Racial Equity Partners



Percentage of Partnerships

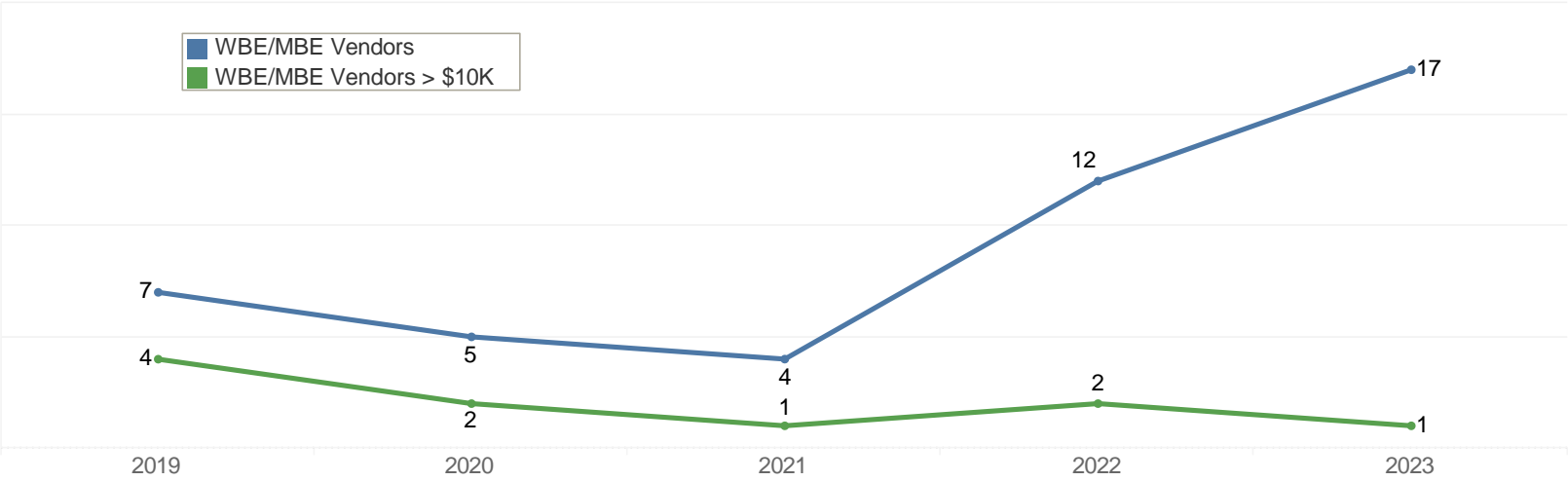


Total Volunteers, by Academic Year

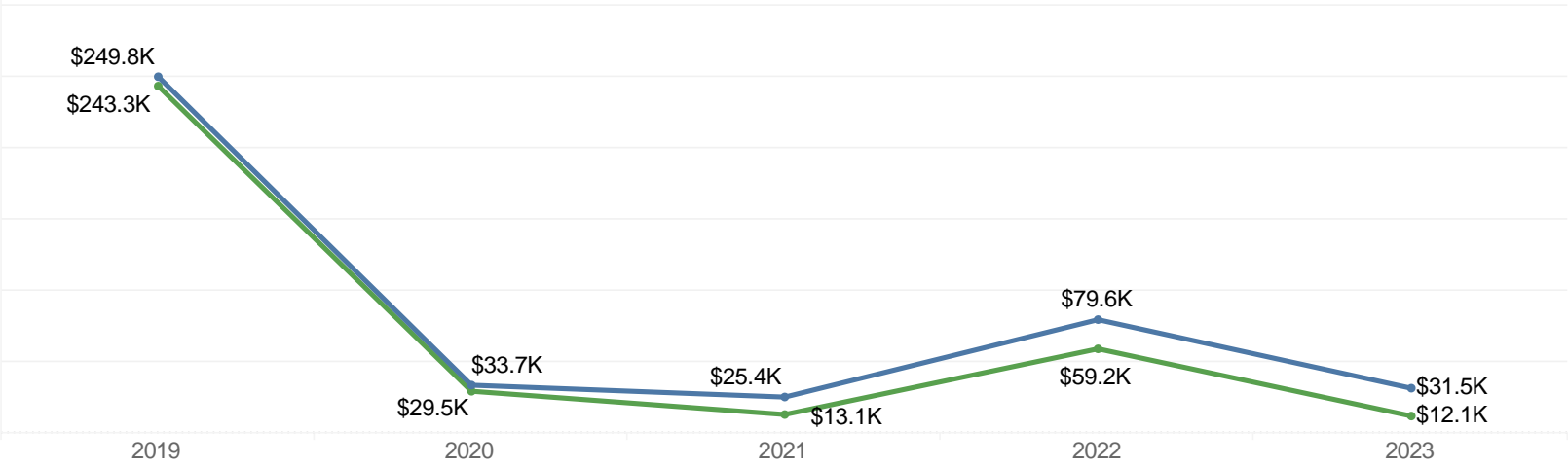


Total Woman Business Enterprise (WBE) or Minority Business Enterprise (MBE) Vendors and Amount Paid, by Fiscal Year, 2019-2023

Total

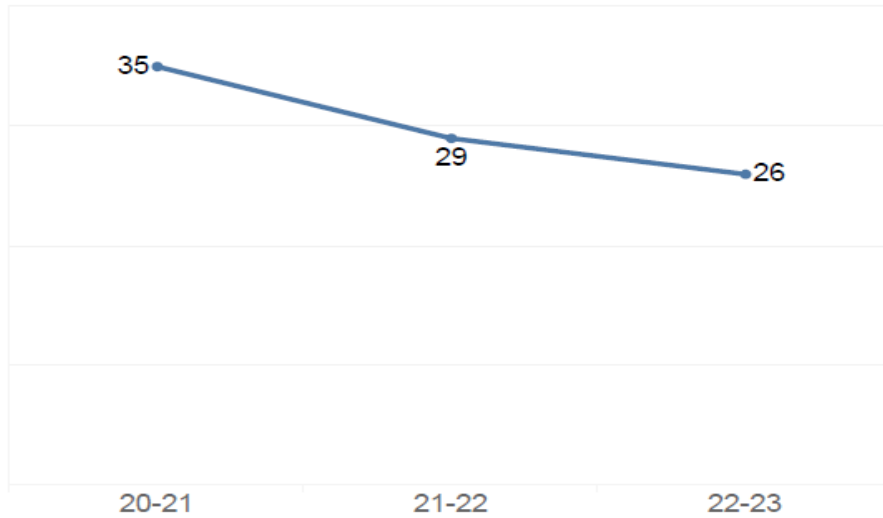


Amount Paid



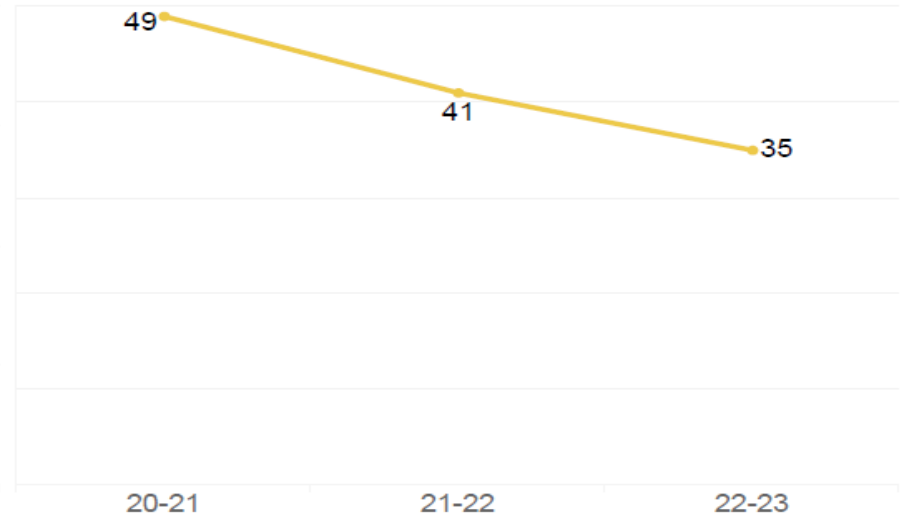
Courses with Diversity Attribute

Count of Courses

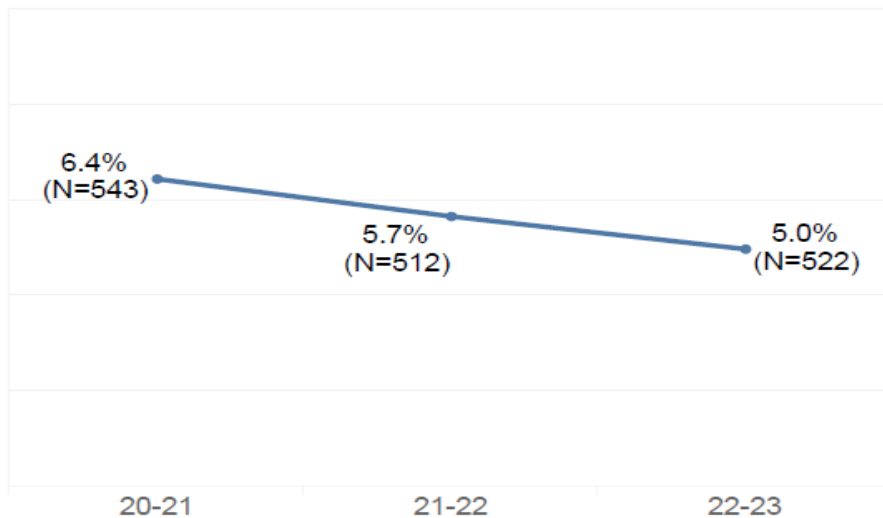


Sections with Diversity Attribute

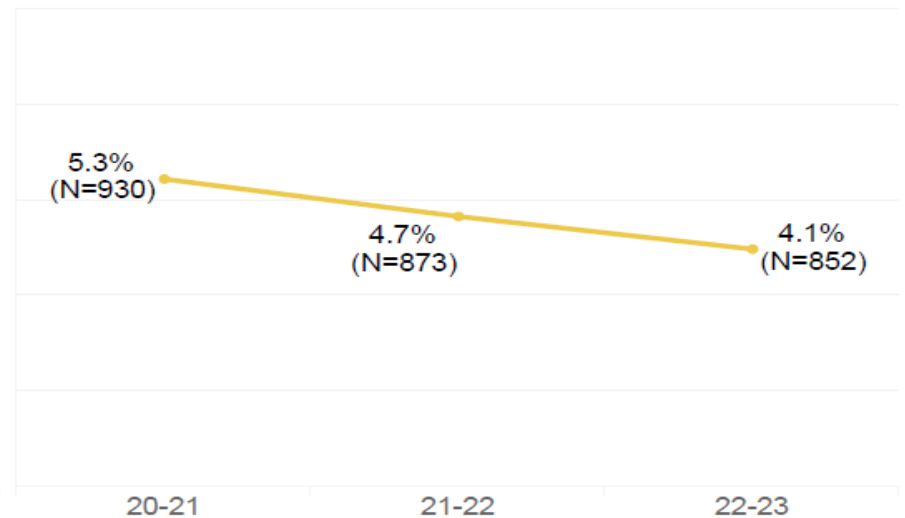
Count of Sections



Percentage of Courses

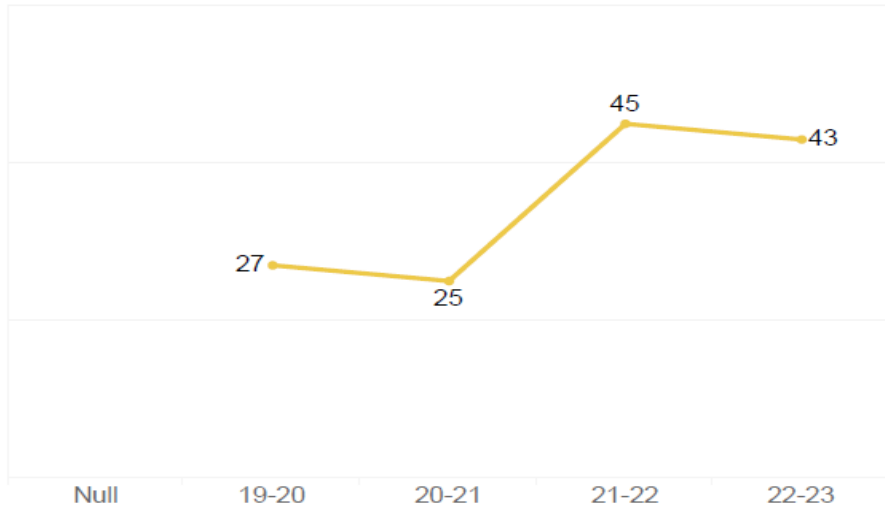


Percentage of Sections

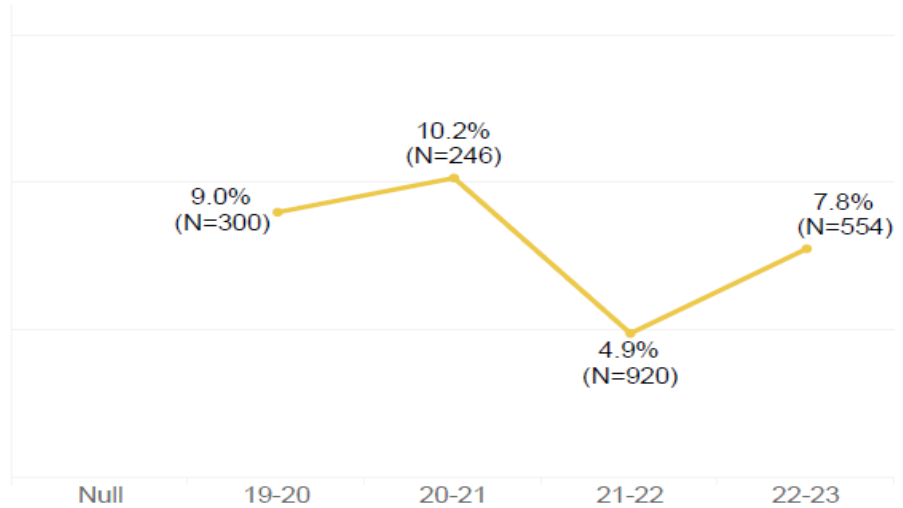


Programs Addressing Race/Racism, by Academic Year

Total Programs

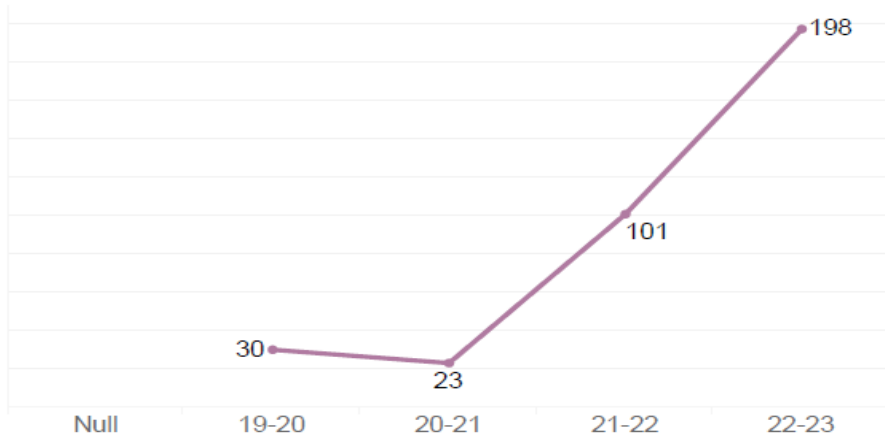


Percentage of Programs

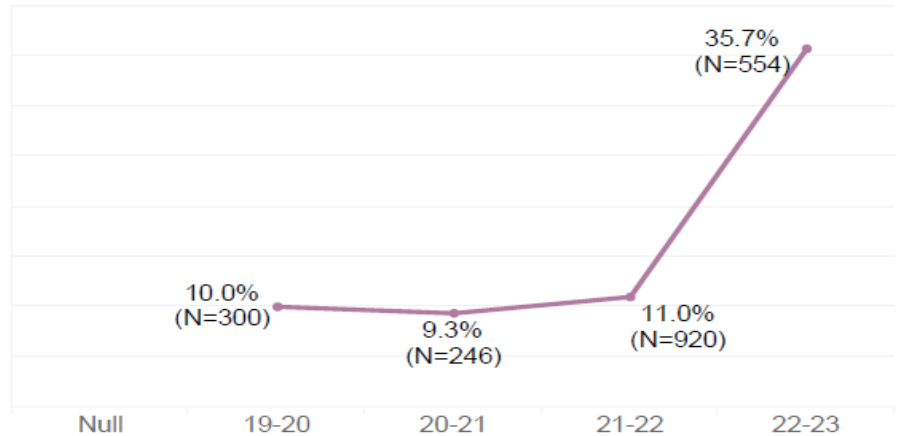


Programs Addressing Multiple Identities, by Academic Year

Total Programs



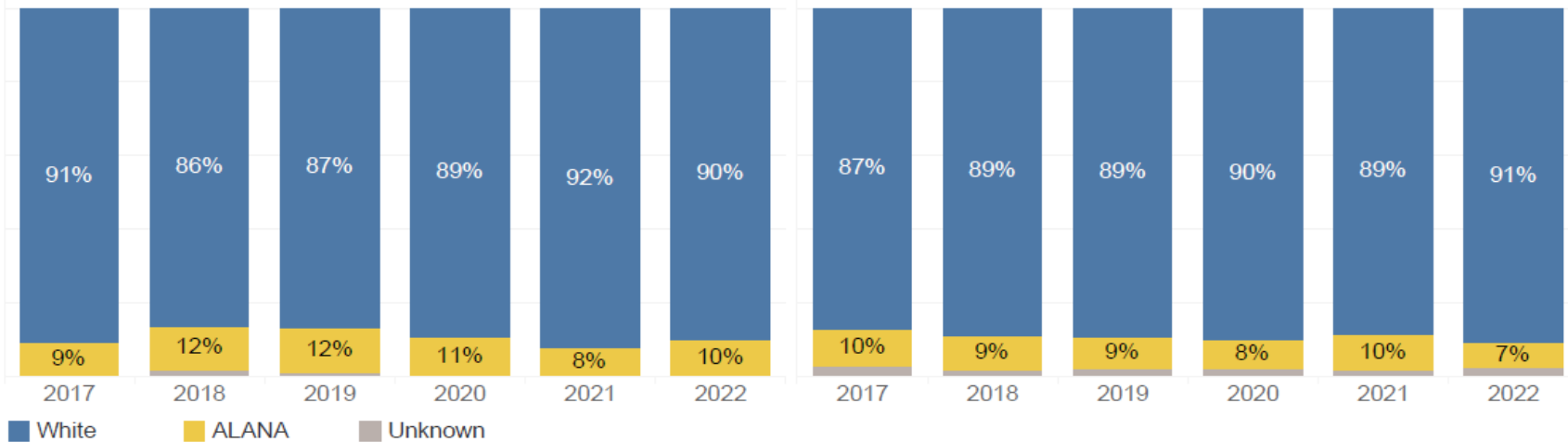
Percentage of Programs



Full Time Faculty Race/Ethnicity Trends Fall, 2017-2022

Full Time

Adjunct

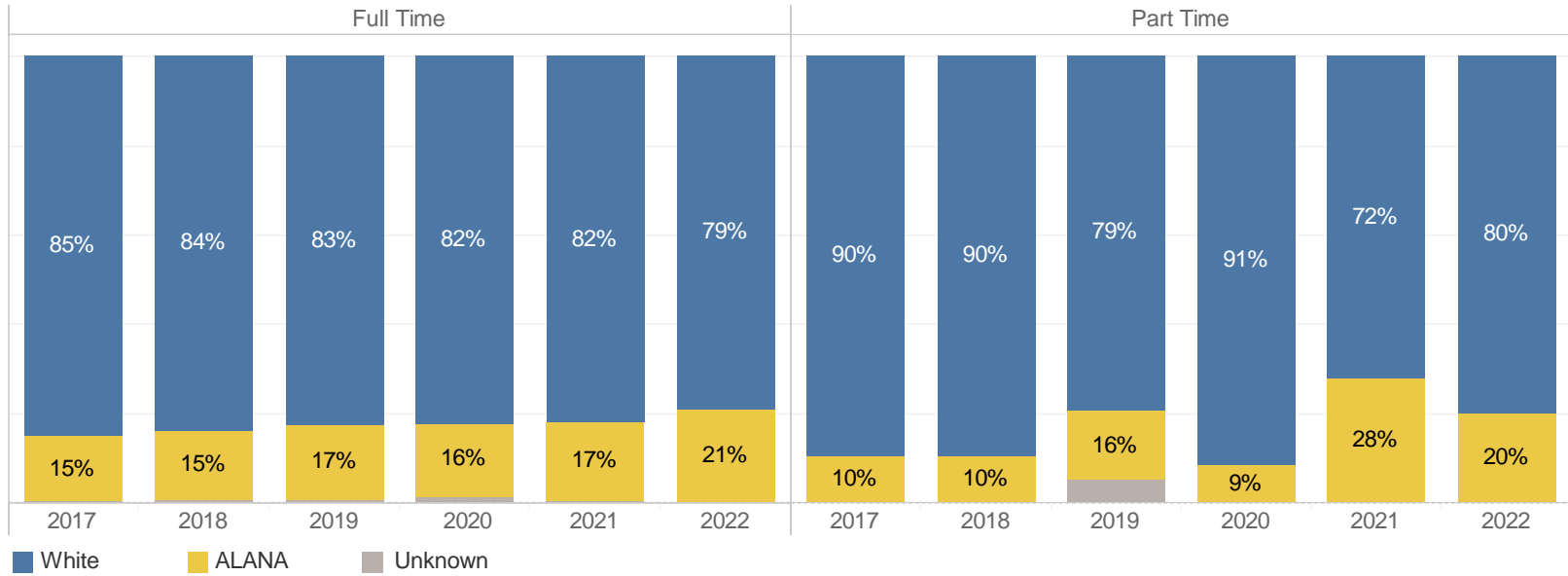


Full Time

Adjunct

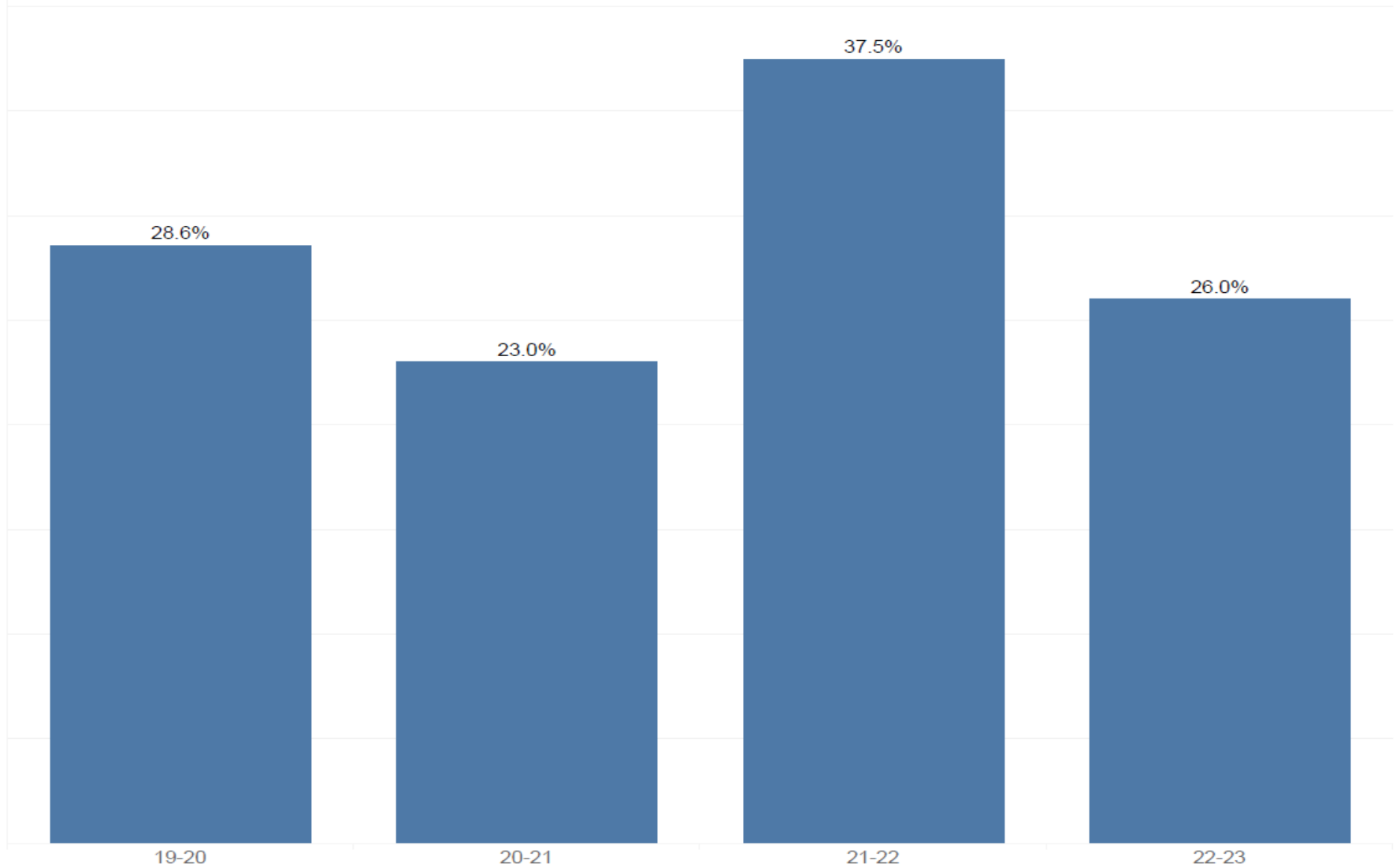
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
White	90.7% (166)	86.5% (134)	86.5% (135)	89.2% (124)	92.1% (116)	89.8% (115)	87.2% (177)	88.7% (189)	89.2% (198)	90.1% (154)	88.5% (139)	90.7% (147)
Black / African American	1.6% (3)	1.9% (3)	2.6% (4)	2.9% (4)	1.6% (2)	1.6% (2)	4.4% (9)	4.7% (10)	4.1% (9)	5.3% (9)	5.1% (8)	2.5% (4)
Hispanic / Latinx	2.7% (5)	3.2% (5)	2.6% (4)	2.9% (4)	2.4% (3)	2.3% (3)	1.0% (2)	1.9% (4)	1.4% (3)	1.8% (3)	1.9% (3)	1.9% (3)
Asian / Pacific Islander	4.4% (8)	5.8% (9)	6.4% (10)	5.0% (7)	4.0% (5)	5.5% (7)	3.9% (8)	2.8% (6)	3.2% (7)	0.6% (1)	2.5% (4)	1.2% (2)
Native American	0.5% (1)	0.6% (1)	0.6% (1)			0.8% (1)	0.5% (1)					0.6% (1)
Two or More Races						0.0% (0)						0.6% (1)
International		0.6% (1)	0.6% (1)				2.5% (5)	0.9% (2)	1.8% (4)	2.3% (4)	1.9% (3)	1.9% (3)
Unknown		1.3% (2)	0.6% (1)				0.5% (1)	0.9% (2)	0.5% (1)			0.6% (1)

Distribution of Staff by Race/Ethnicity Fall, 2017-2022

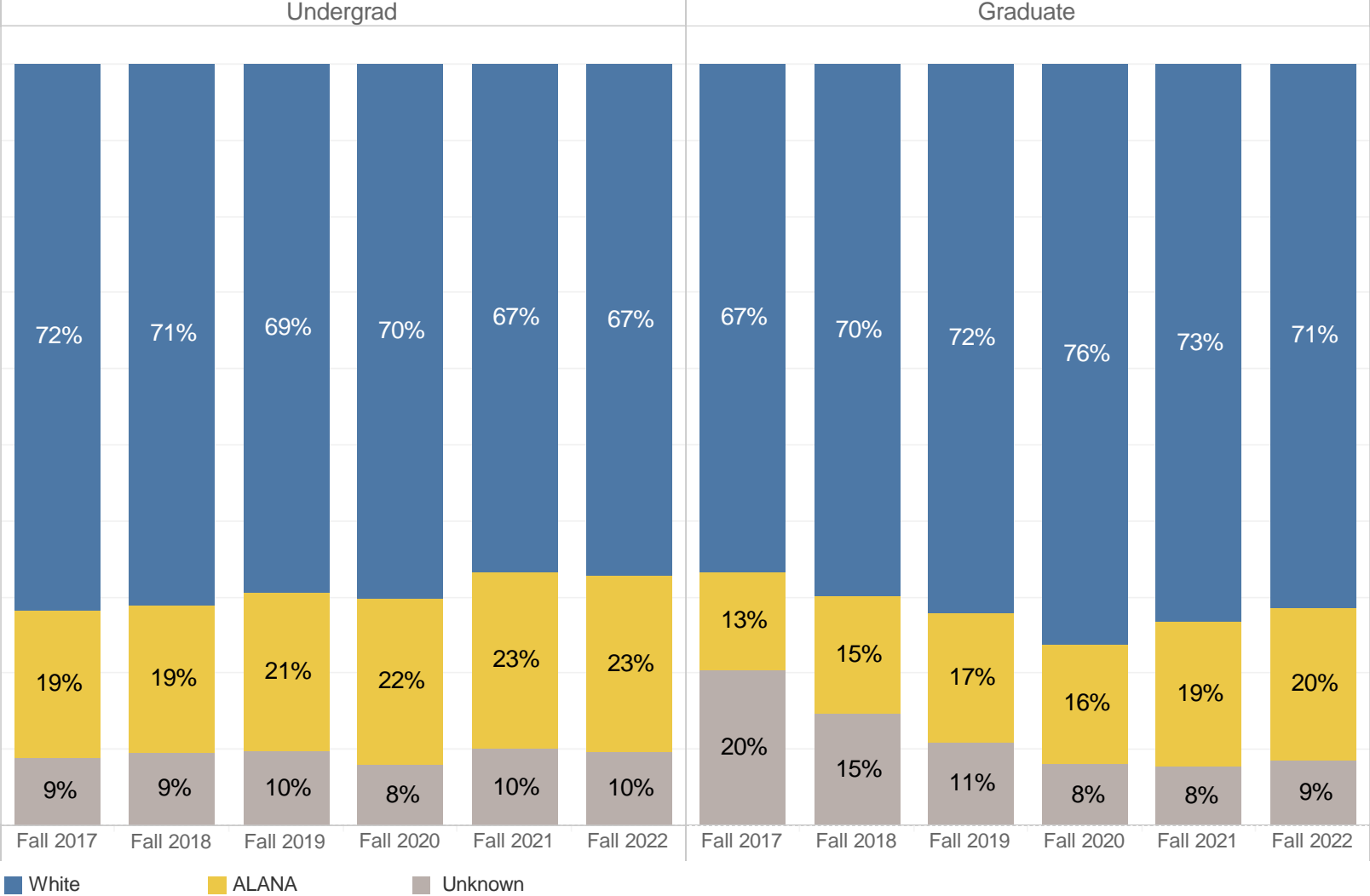


	Full Time						Part Time					
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
White	84.8% (263)	83.9% (260)	82.7% (259)	82.5% (226)	82.2% (203)	79.3% (176)	89.7% (61)	89.7% (61)	79.3% (46)	91.4% (32)	72.4% (21)	80.0% (24)
Black / African American	10.0% (31)	10.6% (33)	11.5% (36)	10.9% (30)	11.7% (29)	15.8% (35)	10.3% (7)	10.3% (7)	10.3% (6)	8.6% (3)	20.7% (6)	16.7% (5)
Hispanic / Latinx	3.2% (10)	2.9% (9)	3.2% (10)	2.9% (8)	2.8% (7)	3.2% (7)					3.4% (1)	
Asian / Pacific Islander	1.6% (5)	1.9% (6)	1.9% (6)	2.2% (6)	2.8% (7)	1.8% (4)			5.2% (3)			
Native American											3.4% (1)	3.3% (1)
International	0.3% (1)	0.6% (2)	0.6% (2)	1.1% (3)								
Unknown				0.4% (1)	0.4% (1)				5.2% (3)			

Percentage of New Hires Who are Racially/Ethnically Diverse, Disabled, or Veterans, by Academic Year



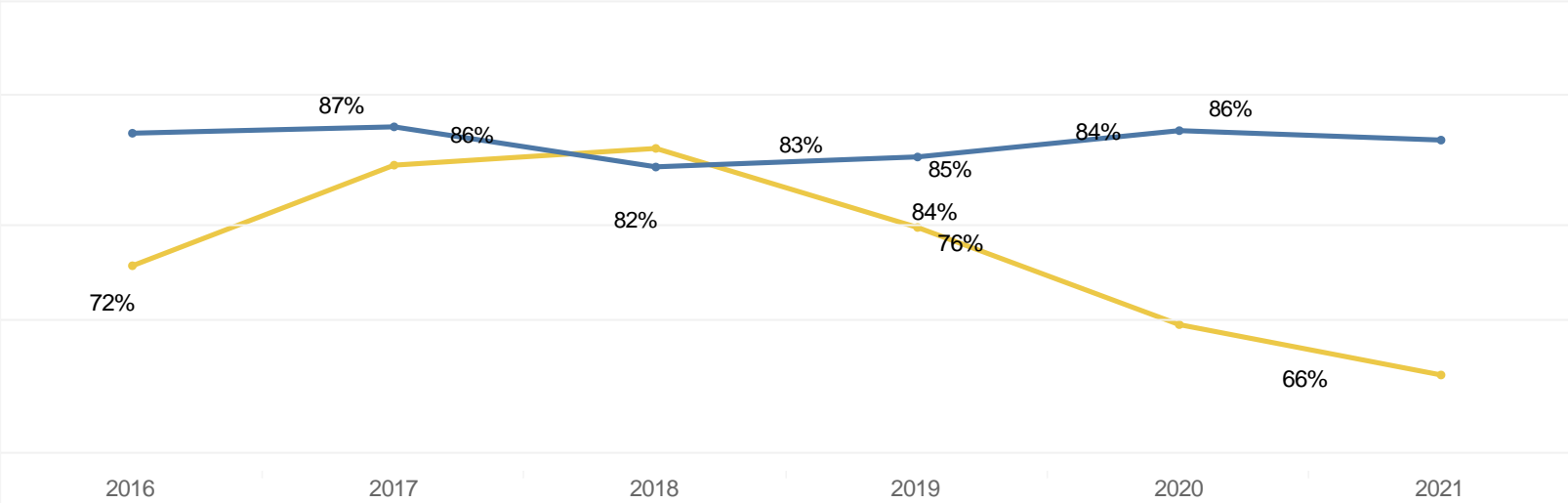
Enrollment by Level and Race/Ethnicity Fall, 2017-2022



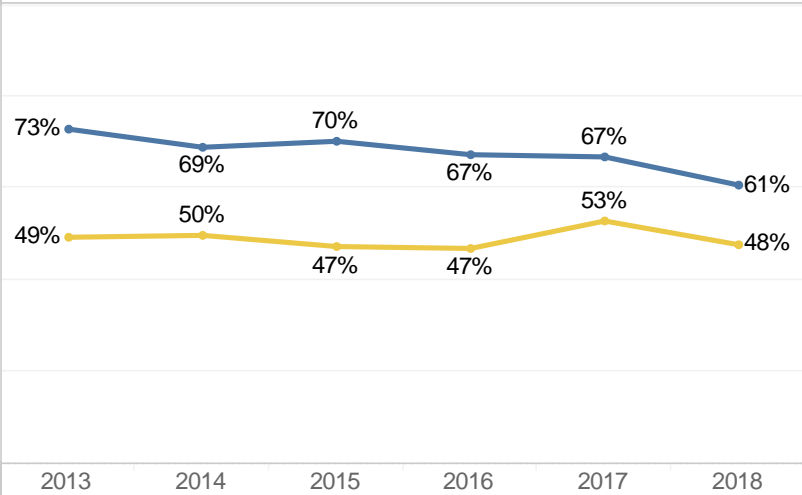
Source: IR Enrollment Census
Note: Fall census was taken on or around October 1 through academic year 2017 and on the Monday of the fourth week of classes as of Fall 2018. It has included all active students. Percentages may not sum to 100% due to rounding.

Retention and Graduation for New First Time Full Time Undergraduates 5 Year Trends by Cohort

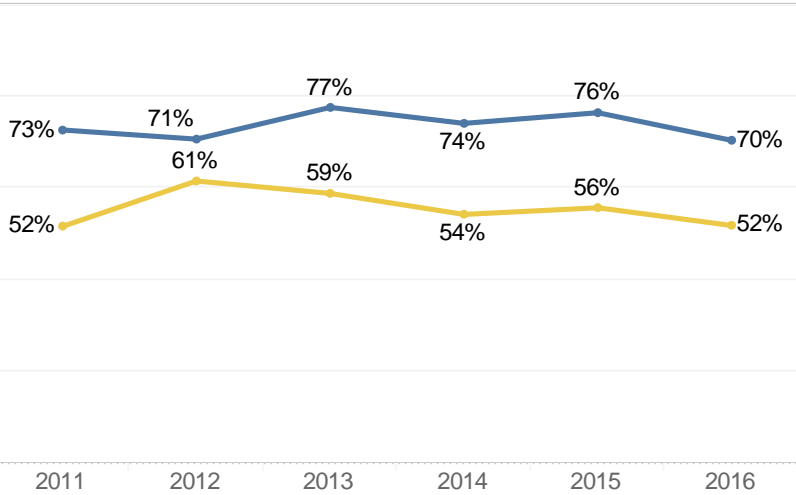
Retention to 2nd Year of Study



4 Year Graduation



6 Year Graduation



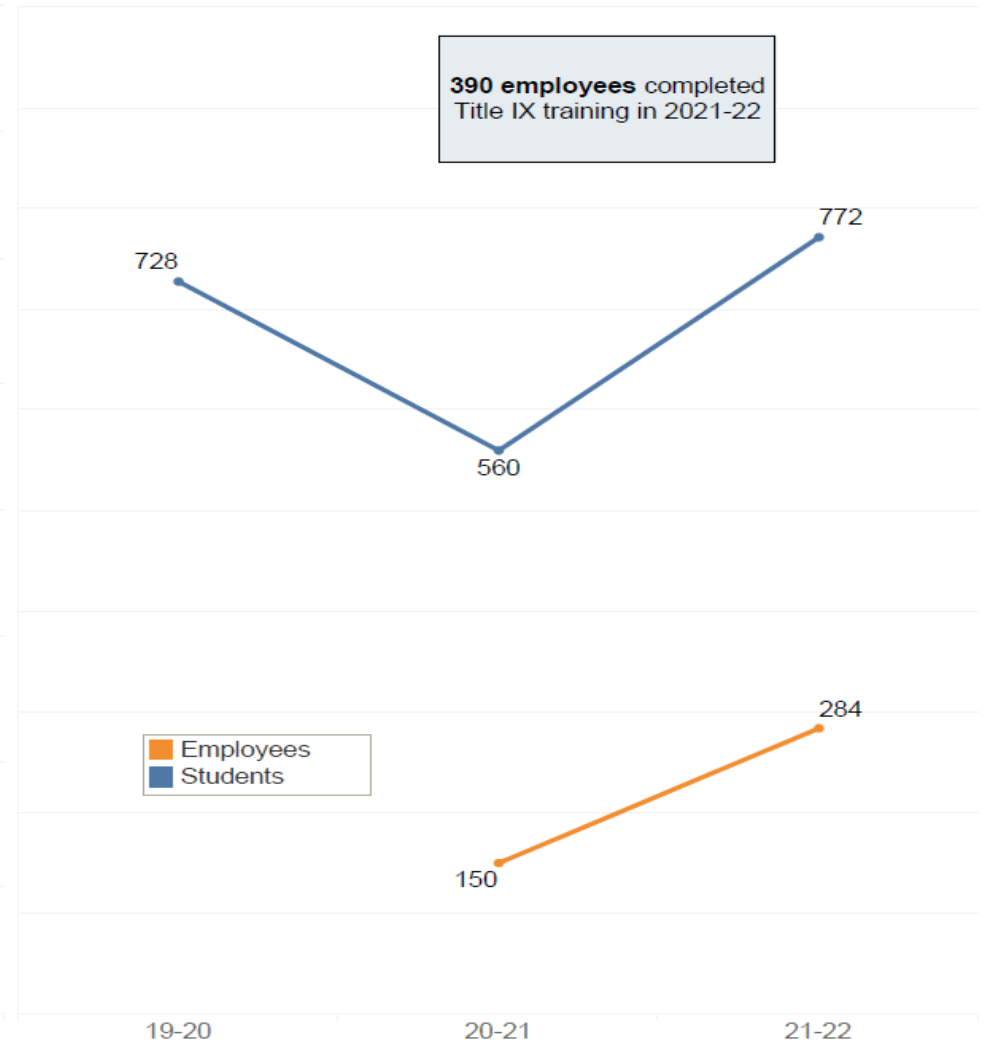
■ White ■ ALANA

Diversity Related Trainings

Count of Trainings



Total Training Attendees



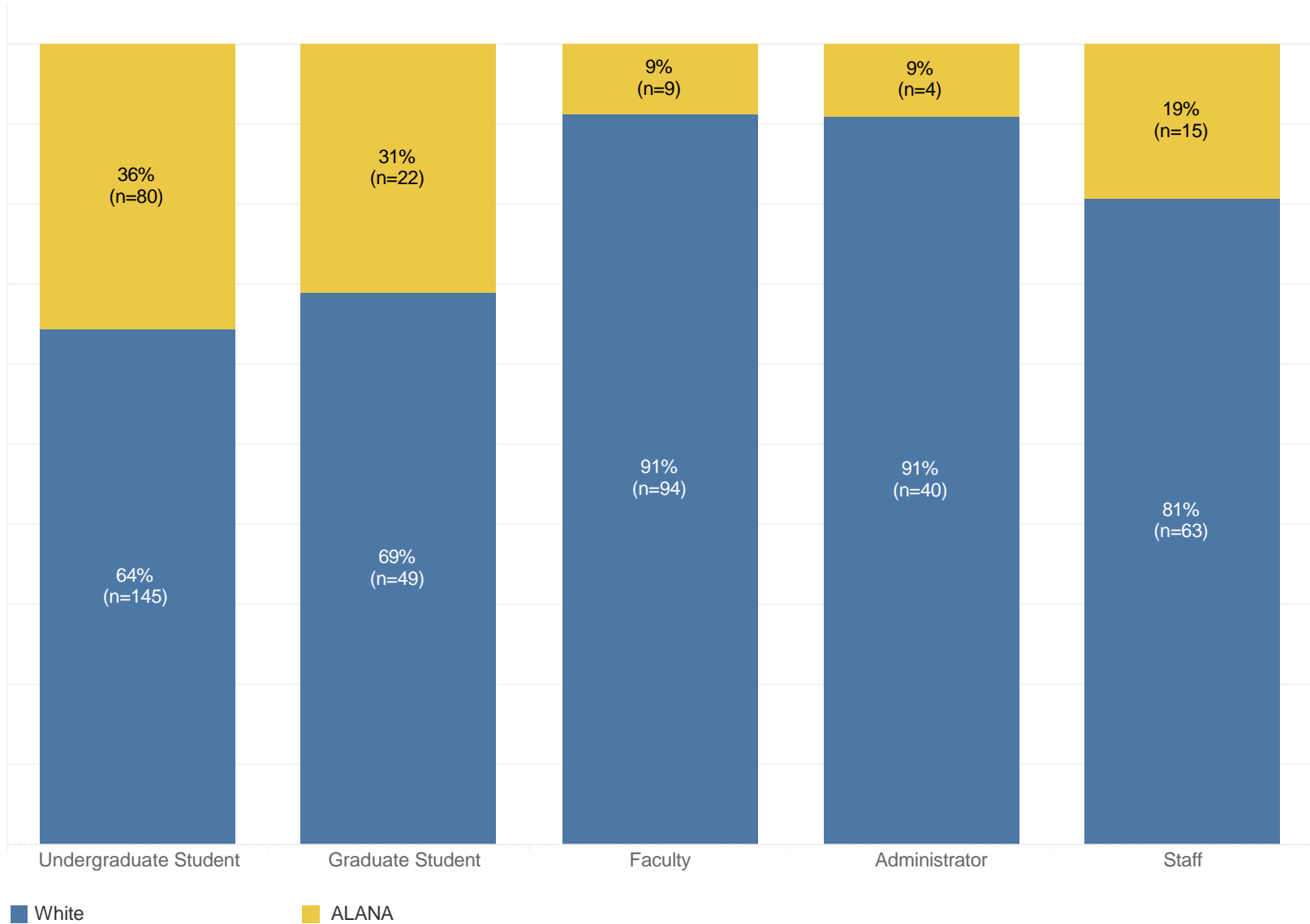
- Student Code of Conduct/Community Standards
- Hiring for Mission and DEI Policy Academic Reset Policy
- Transfer Credit Policy
- Testing Policy
- Performance Programs
- Heritage Month & Identity Based Recognitions

Campus Climate Survey 2023

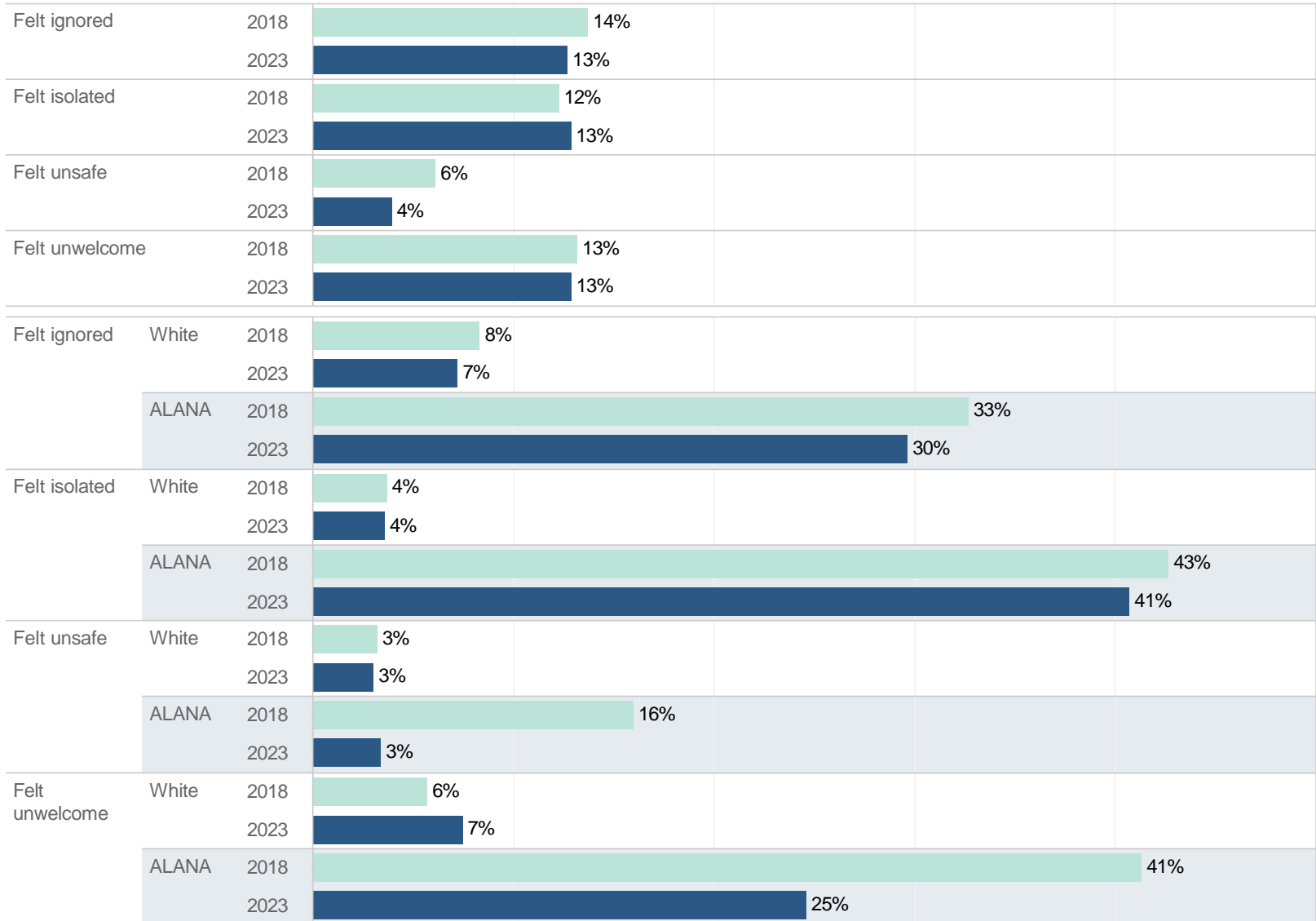


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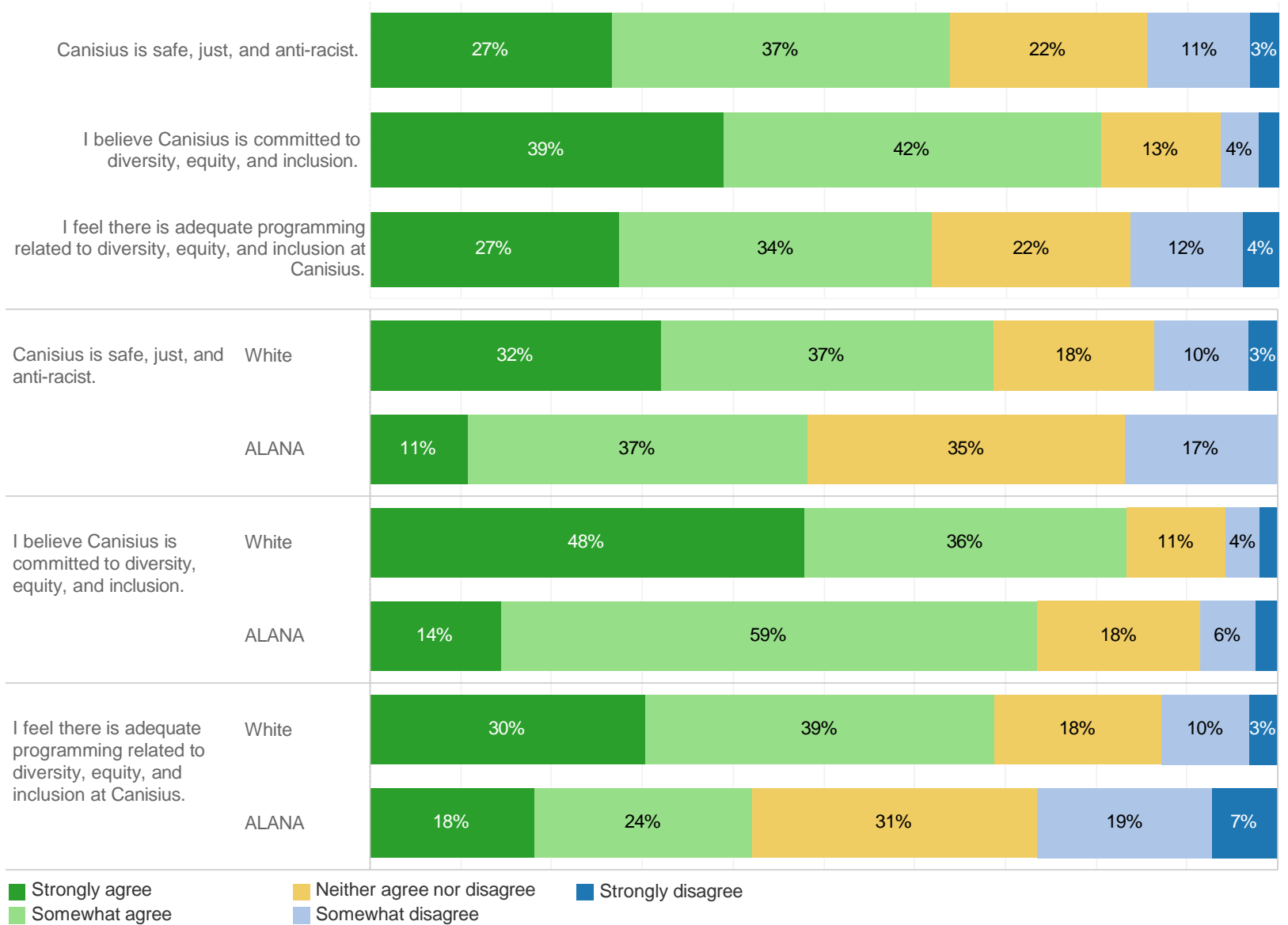
Racial/Ethnic Distribution of Respondents, by Role Excludes Respondents of Unknown Race/Ethnicity



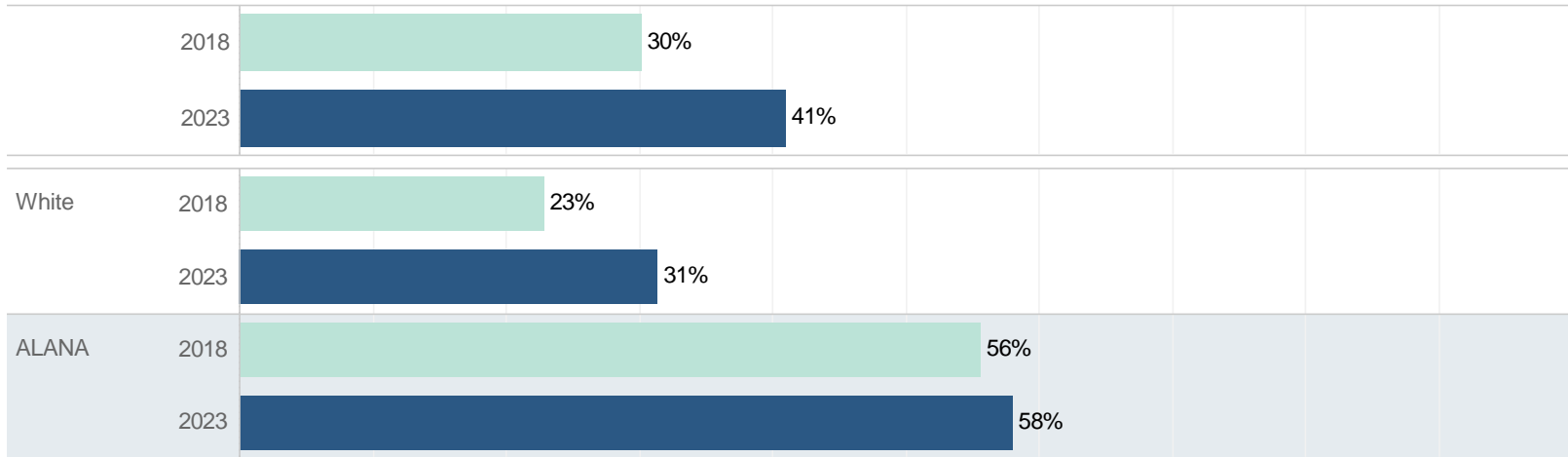
Percentage Experiencing Negative Feelings in Canisius Community Due to Racial/Ethnic Background, Overall and by ALANA Status, in 2018 and 2023



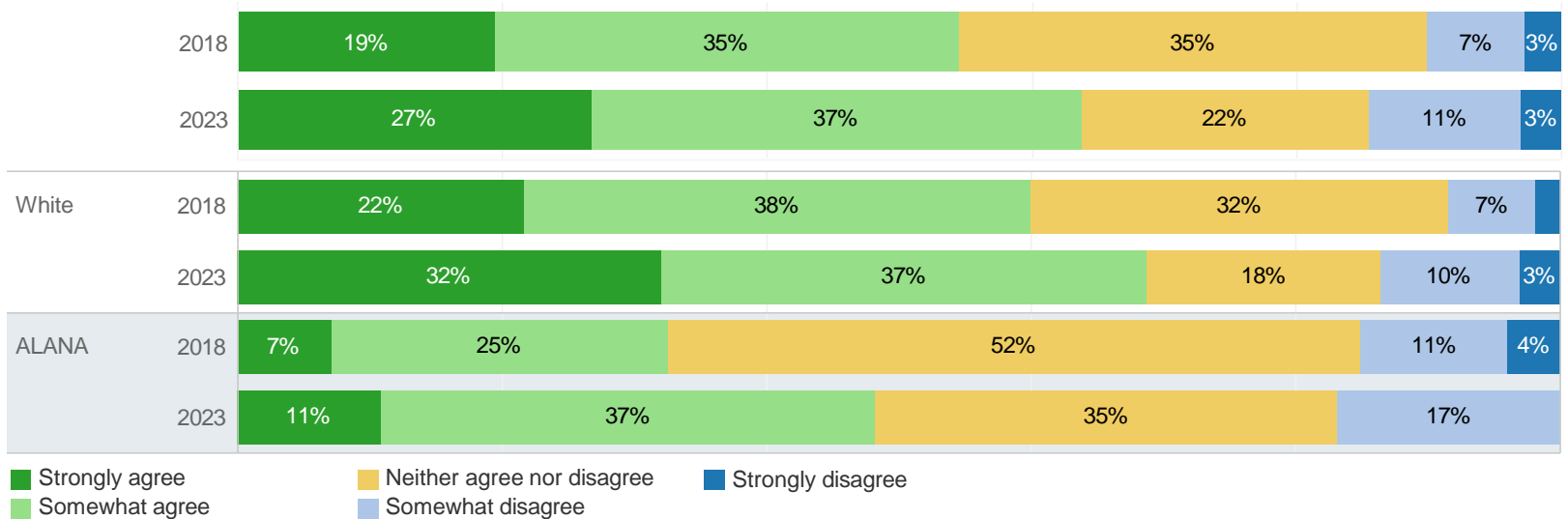
Ratings of Canisius' Commitment to DEI, Overall and by ALANA Status



Percentage Experiencing or Witnessing Racially Motivated Incident in Last Two Years, Overall and by ALANA Status, 2018 and 2023 Surveys



Is Canisius Safe, Just, and Anti-Racist? Ratings of Agreement Overall and by ALANA Status, in 2018 and 2023



Campus Pride Index 2023



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- Sexual Orientation Score: 61% equals 3.5 Stars of 5 Stars
- Gender Identity/Expression Score: 58% equals 3 Stars of 5 Stars

Evaluation Criteria:

- Non-Discrimination Policy
- Equal Benefits for Same-Sex Partners
- Representation of LGBT in Admission and Housing Applications, Health Forms, and Alumni Materials

Evaluation Criteria:

- Full-time or Part-time Professional
- LGBTQIA+ Resource Center
- On-going Safe Zone, Safe Space, or Ally Training Program
- Visible Employee Network Group
- Accessible listing or map of all Gender-Inclusive Restrooms
- Gender-inclusive restrooms in at least 50% of administrative and academic buildings
- Private showers and locker rooms for Transgender students

Evaluation Criteria:

- LGBTQ Academic Offerings (Gender & Sexuality Studies, Queer Studies, etc.)
- Efforts to incorporate LGBTQ issues into existing courses.
- Administrators/faculty address heteronormativity and gender normativity in the curriculum/classroom
- Significant number of books/periodicals in the campus library/libraries that speak to LGBTQ experiences
- New Student and Employee Orientation
- Active Recruitment of LGBTQ Scholars
- Presence of academically focused LGBTQ student organizations (Out Lawyers, oSTEM, LGBTQ Medical Association, etc.)

Evaluation Criteria:

- Campus Activities & Events
- Representation of LGBTQ Students in leadership roles
- Funding for students to attend Statewide and National Conference
- At least one college-recognized LGBTQ and Allies student organization
- At least one college recognized Transgender student organization
- At least one college-recognized LGBTQ Graduate student organization
- Regular training for professional staff and students
- Directory of LGBTQ-friendly internships and prospective employers

Evaluation Criteria:

- Campus offers LGBTQ students a way to be matched with an LGBTQ-friendly roommate
- LGBTQ-focused living space, LGBTQ theme floor and/or LGBTQ/ally living-learning community
- Gender Inclusive Housing (Not segregated into men's or women's spaces, double or multiple occupancy)
- Resident Hall programs for LGBTQ students
- Housing for Staff with Same-Sex partners
- Representation of LGBTQ Students in leadership roles

Evaluation Criteria:

- Procedure for reporting LGBTQ-related bias incidents and hate crimes
- Bias Resource Team
- Methods for supporting survivors
- Outreach for prevention of future incidents
- Ongoing LGBTQ training for public safety officers
- Training for public safety officers on Transgender experiences and concerns
- Employ a diversity of police/public safety officers, including visible, out LGBTQ officers

Evaluation Criteria:

- Support Groups for LGBTQ students
- LGBTQ-supportive counseling services
- Procedure for reporting LGBTQ-related bias incidents and hate crimes
- Specific training for students and staff to identify at-risk students inclusive of LGBTQ
- Campus actively distributes condoms, dental dams, and LGBTQ-inclusive information on HIV/STI services and resources
- Campus offers free, anonymous, and easily accessible HIV/STI testing on a regular basis
- Annual training for health center staff to increase their awareness of and sensitivity to the health care needs of LGBTQIA + students
- Student health insurance policy which covers ongoing counseling services for transgender individuals
- Student health insurance policy which covers the initiation and maintenance of hormone replacement

Evaluation Criteria:

- Campus actively seeks to recruit LGBTQ students, similar to other targeted populations
- Campus has an annual Lavender or Rainbow Graduation
- Provide any annual scholarships specifically for LGBTQ students
- LGBTQ mentoring program
- Participate in at least one admission fair targeted toward LGBTQ prospective college students
- Specific college admissions brochure/website that highlights LGBTQ programs and services
- Within the last two years, admissions counselors received training on the experiences and concerns of LGBTQ students
- Emergency funds or resources to help LGBTQ students who are “outed” or come out to their parents/families and then lose financial support to be able to stay enrolled for the semester/year
- Direct and readily accessible FAFSA assistance specifically for LGBTQ students who need a “dependency override”

- What areas of progress can we build on?
- What gaps need to be addressed?
- How do we utilize the framing of DEI in the University's Strategic Plan (*Answer the Call*) to drive this work?





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