MEMO

TO: Tony Floyd, President of MHU

FROM: Elizabeth Whiting Pierce, Assistant Professor of Philosophy & Director of the Center for Ethics (CFE)

DATE: February 18, 2019

SUBJECT: 1) Campus programming (recent, upcoming, in the planning stages, or under consideration) aiming at inclusive excellence with regard to race and 2) the CFE’s contributions to that programming.

**Introduction**

In fall 2018, President Floyd asked me to consider how the CFE could promote understanding of/ethical responses to racial tensions on MHU’s campus. This memo lays out all programming—recent, upcoming, in the planning stages, or under consideration—pursuing that goal. Highlighted sections indicate the CFE’s involvement in funding and/or organizing programming.

A key assumption of the CFE’s approach is that it can promote inclusive excellence more effectively when it partners with other campus entities than when it acts unilaterally. This is the case for three reasons. First, various MHU faculty and staff have worked long and hard to build inclusive excellence on campus. I have a great deal to learn from these partners and wish to honor their efforts. Second, the CFE aims to promote ethics across the curriculum and across campus. In order to avoid ethical considerations becoming siloed in one department, partnership is necessary. Third, partnerships allows campus entities to pool resources of time and money, thereby providing more robust programming.

**Recent**

* Round table discussion with MHU male students of color and Mars Hill Police Department, coordinated by Office of Diversity, Equity and Inclusion (ODEI)
* MLK Day Celebrations: lectures, Asheville MLK Day march participation, film screening and discussion, service project, and gospel choir performance, coordinated by ODEI and the University Intercultural Council (UIC)
* Equal Justice Initiative Trip to Montgomery, AL and Selma, AL, sponsored by ODEI, CFE and Heather Hawn

**Upcoming**

* April 10 and 17, *Just Mercy* student, faculty, and staff reading group, Heather Hawn, Chrystal Cook, CFE
* April 25, Bryan Stevenson lecture at UNCA, Heather Hawn, Chrystal Cook, CFE
* June 5-8, Diversity, Civility, and Liberal Arts Institute
	+ Provost, Director of ODEI, Director of CFE and Kim Reigle, Associate Professor of English will attend training to enhance inclusive excellence in student’s academic and campus life experiences, hosted by CIC.

**Planned for AY 2019-2020**

* Implementation of Diversity, Civility, and Liberal Arts Institute
	+ Academic Implementations
		- Pedagogy workshop, inclusive excellence in the classroom, all instructors
		- Pedagogy workshop, discussing race in an ethics courses FYS 112 instructors
		- Pedagogy workshop, composition and linguistic diversity, English 111-112 instructors
		- Instructors retreat, inclusive excellence in the classroom, select instructors
		- Diversity in curriculum offerings policy, co-authored with Curriculum Committee
	+ Campus Life Implementations
		- Review and revise a number of policies impacting inclusive excellence on campus—housing allocation, free speech, diversity hiring and retention, etc.
		- Develop student leadership training for students belonging to racial, ethnic, LGBTQ, and other kinds of minority groups
		- Create system to track bias incidents on campus—not for external reporting but to inform campus life programming

**Possible Programming by CFE for Spring 2019 or AY 2019-2020**

* *The Best of Enemies* movie screening and discussion, <https://www.youtube.com/watch?v=eKM6fSTs-A0>, CFE, Education Department, Political Science Department
* White Ally Toolkit Training for students, faculty, and staff, <https://www.whiteallytoolkit.com/>, CFE, Hester Center for Peace and Justice, ODEI
* Fearless Dialogues Training for students, faculty, and staff, <https://www.fearlessdialogues.com/change/types-of-dialogues>, CFE, Hester Center for Peace and Justice, ODEI