



Communities of Practice: Diversity, Equity, and Inclusion

RESOURCES: COMBATING COVID-19 IN HIGHER EDUCATION WITH A DIVERSITY, EQUITY, AND INCLUSION LENS

The COVID-19 pandemic drastically changed every sector of our global community. One of the many consequences of COVID-19 is an unveiling of the degree to which there are pervasive, structural racial inequities in all sectors of the United States, including in higher education, where students and communities of color continue to face issues with equal access to post-secondary education. If higher education is to make good on its promise of intergenerational mobility and opportunity, we must address these racial equity gaps.

In May 2020, the American Council on Education (ACE) pioneered a community of practice around diversity, equity, and inclusion in the era of COVID-19. This community of practice, led by ACE and Taffye Benson Clayton, associate provost and vice president for inclusion and diversity at Auburn University, brings together leaders from the higher education community across the country to work together to explore and document how institutions can ensure issues of diversity, equity, and inclusion are front and center as our country moves forward. This resource guide is part of a series created by members of the community of practice. The content, themes, and resources that are included in this piece stem from work the community carried out over the course of several months following the start of the coronavirus pandemic.

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The pandemic has illuminated many of our societal ills, and underrepresented and minoritized individuals have disproportionately shouldered much of the burden. The American Council on Education's (ACE) community of practice on diversity, equity, and inclusion (DEI) offers relevant resources and informed practices focused on DEI and/or an institution's response to COVID-19.

The [Seven Challenges of Change](#) framework guided the organization of resources into four areas identified as especially critical during the pandemic: organizational management, financial well-being, student well-being, and faculty and staff well-being.

ORGANIZATIONAL MANAGEMENT

Recruiting and hiring

- “Being Stronger Together Means We Must Move Talk to Action”
- “HR and Student Affairs: Partnering Around Diversity and Inclusion”

Creating an inclusive campus climate

- University of Michigan’s “Anti-Racism Primer: What Can I Do?”
- An opinion piece from *Inside Higher Ed* discusses how support for Black Lives Matter can result in mixed messages: “Institutional Mixed Messaging”
- How residential space improved DEI at Elon University: “Leveraging the Residential Campus to Further Diversity and Inclusion Goals”
- Two articles on minoritized students’ experience with campus police:
 - “Race and Policing in Higher Education” from activisthistory.com
 - “Black Students’ Lived Experiences with and Perceptions of Law Enforcement” from Association of American Colleges and Universities

FINANCIAL WELL-BEING

Fundraising

- University of Notre Dame’s “Are You All Inclusive?” workshop on January 12, 2017 addressed questions of broader impacts and diversity in federal and private foundation proposals
- “Fundraising for Diversity Officers: An Overlooked Opportunity,” from *INSIGHT Into Diversity*
- “Four Strategies to Enhance Fundraiser Efficiency in Higher Education During COVID-19,” from EAB
- “COVID-19: Fundraising During a Pandemic,” from *News & Brews*, a podcast from James Moore & Company, on college athletics, fundraising, and the pandemic, featuring Georgia Tech

Enrollment

- Perspectives on new enrollment patterns and community colleges during the pandemic from *U.S. News & World Report*: “Advantages of Community Colleges During COVID-19”
- Strategies for enrollment from EAB: “Yielding Your Fall 2020 Class amid COVID-19”

Budgeting

- Understanding the impact of DEI funding on budgets and the bottom line: “An INSIGHT Investigation: Accounting for Just 0.5% of Higher Education’s Budgets, Even Minimal Diversity Funding Supports Their Bottom Line” from *INSIGHT Into Diversity*
- Perspective on the importance and viability of small colleges: “Small Colleges Are Essential for U.S. Economic, Social Recovery” from *Higher Ed Today*
- What’s on college and university presidents’ minds: “Survival to Transformation: Navigating Fiscal Distress During COVID-19” from *Higher Ed Today*

STUDENT WELL-BEING

Mental health

- Strategies for leaders to support campus well-being: “Mental Health, Higher Education, and COVID-19”
- Task force resources from The Steve Fund: “Adapting and Innovating to Promote Mental Health and Emotional Well-Being of Young People of Color: COVID-19 and Beyond”
- Reporting on student mental health: “Mental Health Needs Rise With Pandemic” from *Inside Higher Ed*

Campus life

- Thoughts on residence life during a pandemic, and what living on campus might look like next: “In the Wake of COVID-19, College Dorm Life Gets a Makeover” from CNBC
- An opinion piece: “3 Ways to Support Black Students This Fall” from *Inside Higher Ed*

Alumni

- Several University of Notre Dame Alumni clubs hosted panel discussions on climate and culture on campus for students of color. Two panel discussion videos:
 - “NDNY Beyond the Comfort Zone: Domers Answering the Call of Anti-Racism”
 - “NDNY Beyond the Comfort Zone: Notre Dame Reimagined”

FACULTY AND STAFF WELL-BEING

Administrative issues

- Two resources for the Association of University Professors (AAUP):
 - “Guidance for Campus Operation During the Pandemic”
 - “AAUP Principles and Standards for the COVID-19 Crisis”
- Thoughts and advice: “Measures to Support Faculty During COVID-19” from *Inside Higher Ed*

Pedagogy

- In this [YouTube video](#), Robin DiAngelo, the author of *White Fragility*, speaks about her background as a teacher educator, her conception of white fragility, and her thoughts on teacher accountability.
- More inclusive Zooming: “8 Ways to Be More Inclusive in Your Zoom Teaching.” from *The Chronicle of Higher Education*
- How to teach with a DEI mindset, remotely: “Teaching for Social Solidarity: Diversity, Equity, and Inclusion in a Time of COVID-19” from *Higher Ed Today*
- [Black Minds Matter](#), a series on YouTube from CORA Learning