



Subcommittee—Recruitment and Retention of African American Staff

Subcommittee Members: Gretchen VanValkenburg, Madison Birckhead, Angela Cannon, Kevin Coonrod, Elizabeth Devore, Oladiran Fasina, Joffery Gaymon, Ada Ruth Huntley, Ronny Isaac, Mya Strickland and Ja'Lia Taylor.

Institutional Goal: To increase the number of full-time staff who identify as Black/African American

Immediate Recommendations:

Recruitment

- Establish a Diversity, Equity and Inclusion strategic communication plan
 - a. Add diversity statements to university websites and include proactive and specific language in position advertisements
- Deploy inclusive hiring practices and develop an inclusive hiring toolkit
 - a. Human Resources will increase search committee DEI training; rubrics; search documentation.

Retention

- Expand and fully support university's Onboarding Center
 - a. Connect new Black faculty and staff with Auburn Black Caucus (affinity groups) and include culturally specific community and university resources.
- Enhance supervisor training
 - a. Supervisor Pathways programs is underway and will be reviewed to ensure DEI training is included.
- Implement mandatory exit surveys
 - a. Human Resources is on board to implement this effort and will start working on program development.