



University Diversity Council: Five-Year Diversity Strategic Plan



Five-Year Diversity Strategic Plan

- Preliminary plan developed drawing from campus climate survey, focus groups, and best practices
- Gathering feedback from faculty, staff, and students during fall semester
- Finalized plan to be presented in April 2020 to University Planning Council (UPC)
- Plan will be comprised of measurable goals to be assessed regularly to determine progress and opportunities for continued improvement

Five-Year Diversity Strategic Plan Fundamentals:

- Grounded in the *Full Participation Model**, the University Diversity Council will coordinate development of a comprehensive, five-year **Diversity Strategic Plan** by April 2020 that includes assessment and annually reported milestones

*Sturm, S., Eatman, T., Saltmarsh, J., & Bush, A. (2011). *Full Participation: Building the architecture for Diversity and Public Engagement in Higher Education* (White paper. Columbia University Law School: Center for Institutional and Social Change.

Five-Year Diversity Strategic Plan Fundamentals:

Three Key Focus Areas:

- Create a **climate of diversity, access, and inclusion**
- Improve **transparency** in communication about diversity related issues and incidents on campus
- Strategically infuse diversity throughout the **curriculum and co-curriculum**

How Can You Participate?

- Department Meeting Sessions
- Open Sessions
 - Thursday, 9/19/19, 3:30-4:30 PM, Blackwell Ballroom
 - Thursday, 10/24/19, 3:30-4:30 PM, Jeffers 133
 - Thursday, 11/14/19, 3:30-4:30 PM, Blackwell Ballroom
- Student sessions will also be held