

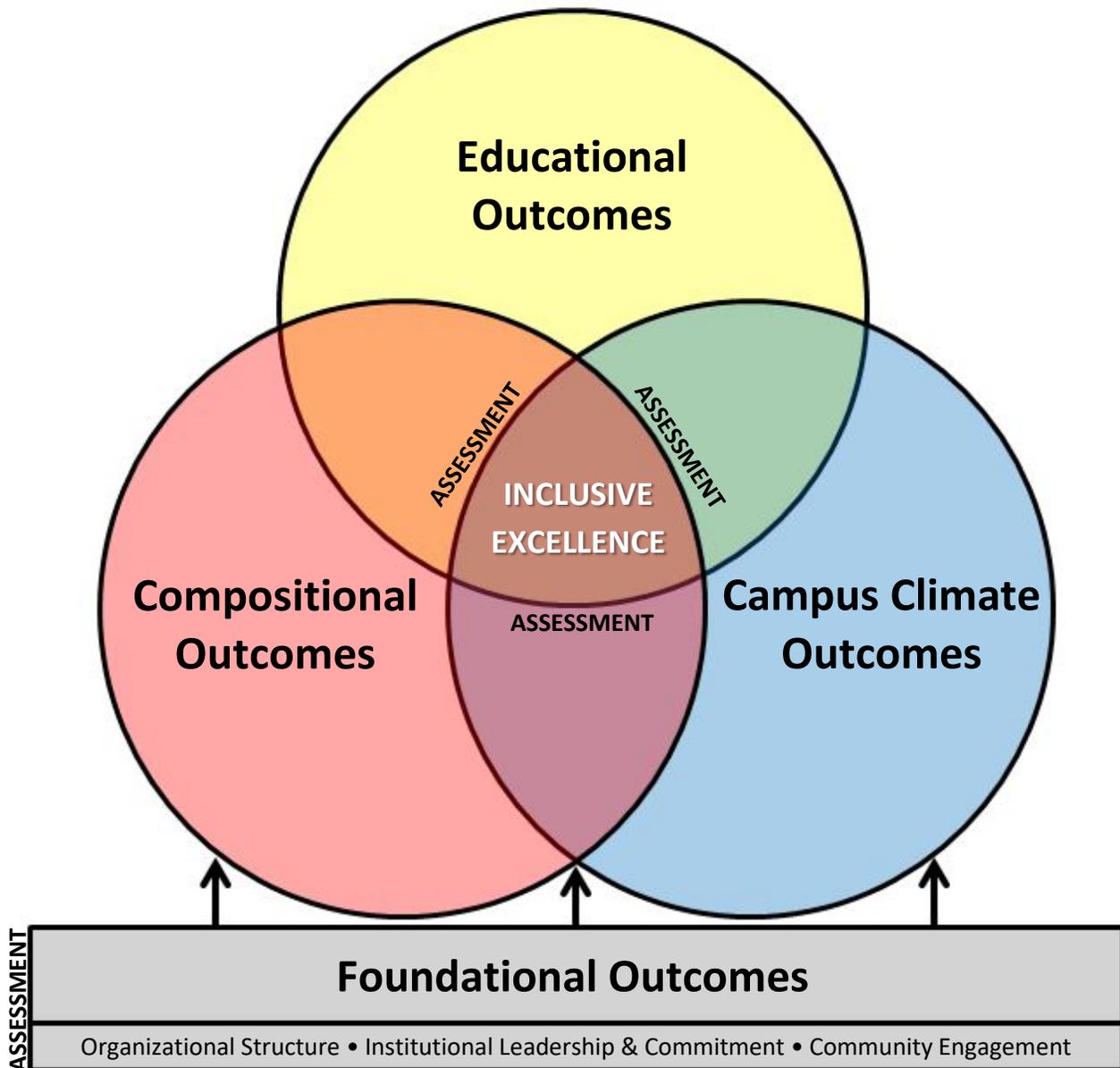
# BUILDING PATHWAYS:

STRATEGIC PLAN FOR DIVERSITY AND INCLUSIVE EXCELLENCE

ROLLING STRATEGIC PLANNING

2020-21

- THEMES OF THE PLAN**
1. Foundational Outcomes
  2. Compositional Outcomes
  3. Campus Climate Outcomes
  4. Educational Outcomes



## **THEME ONE — Foundational Outcomes**

The two goals under this first theme are foundational to the subsequent themes in this plan. The overarching purpose of these foundational goals is to systematize a sustainable, mission-driven commitment to diversity and inclusive excellence through the development of appropriate structures, institutional leadership and commitment, and dynamic community engagement.

**Goal One:** University leadership and administrative offices will support diversity and inclusive excellence through the strategic planning process including the development, implementation, and assessment of annual action steps aligned to the themes and goals of the diversity strategic plan.

**Goal Two:** University leadership will establish community partnerships in the region that intentionally support and advance the diversity and inclusive excellence goals of the University.

## **THEME TWO — Compositional Outcomes**

The four goals under this second theme address the compositional make-up of the campus community. The overarching purpose of these goals is to recruit and retain students, faculty, staff and administrators who help facilitate the University's commitment to diversity and inclusive excellence.

**Goal One:** Implement and assess recruitment and retention strategies to increase rates of domestic diversity of both undergraduate and graduate students.

**Goal Two:** Implement and assess recruitment and retention strategies to increase rates of international undergraduate and graduate students.

**Goal Three:** Implement and assess strategies to effectively recruit, hire, and retain employees from historically underrepresented populations.

**Goal Four:** Implement and assess strategies to effectively recruit, hire, and retain employees who demonstrate a commitment to diversity and inclusive excellence.

### **THEME THREE — Campus Climate Outcomes**

The goal under this third theme address the climate or “feel” of the University’s campus. The overarching purpose of this goal is to create and sustain a campus environment that is healthy and welcoming for all, thereby advancing the broader work of diversity and inclusive excellence.

**Goal One:** Promote a campus climate marked by a commitment to diversity, inclusive excellence, and reconciliation in which all members of the University feel a sense of belonging.

**Goal Two:** Take concrete steps to educate and promote greater understanding of cultural intelligence leading to more meaningful campus interaction between and among all community members.

### **THEME FOUR — Educational Outcomes**

The two goals under this fourth theme address the curricular, co-curricular, and professional development programs on campus. The overarching purpose of these goals is to advance an educational program and educator development that enables educators and, ultimately, students to critically and compassionately embrace diversity and inclusive excellence.

**Goal One:** The University will continue to develop innovative and sustainable educational programs that promote diversity, inclusive excellence, and cultural intelligence.

**Goal Two:** The University will provide support for teaching, scholarship, and institutional service in ways that promote diversity, inclusive excellence, and cultural intelligence.