

<b>STRATEGIC PLAN: UCA Diversity Goals, Dimensions, Objectives, Principles, and Practices</b>	
<b>UCA Strategic Plan Instructions</b>	This document serves as the UCA Diversity Strategic Plan. Each college and division annually reports its customized initiatives and programming on this guiding document by responding to each of the three dimensions as well as each of the three objectives and their elements. Feel free to attach documents and label them based on the objectives, principles/practices, and other headings.
<b>Goal #6</b>	The core values of this strategic plan align with UCA’s Goal #6 <i>to promote diversity in all areas.</i>
<b>UCA Diversity Statement</b>	We are dedicated to attracting and supporting a diverse student, faculty, and staff population and enhanced multicultural learning opportunities. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas, including race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, socioeconomic background, sexual orientation, physical ability, political affiliation, and intellectual perspective.
<b>Overview</b>	As an inclusive community, UCA students, faculty, staff, and administrators commit to a comprehensive and inclusive definition of diversity that acknowledges the importance and presence of diversity, inclusion, and equity, within the broader educational mission of the University. The UCA community implements applicable change efforts considering the contexts, cultures, politics, and economics of campus diversity. The UCA community accepts responsibility to advance a positive and inclusive campus climate for diversity, to show respectfulness for the contributions of all students and employees in all capacities, and to model and endorse the principles and practices of inclusive excellence.

<b>DIMENSIONS</b>		
<b>Core Areas</b>	<b>Social Identify Characteristics</b>	<b>Focal Groups</b>
<ul style="list-style-type: none"> <li>• recruitment, retention, and development of students, administrators, faculty, and staff</li> <li>• campus climate</li> <li>• curriculum, instruction, and assessment</li> <li>• research and inquiry</li> <li>• intragroup and intergroup relations and discourse</li> <li>• achievement and success of students, faculty, and staff</li> <li>• leadership development</li> <li>• non-discrimination</li> <li>• procurement/supplier diversity</li> <li>• institutional advancement</li> <li>• external relations</li> <li>• strategic planning and accountability</li> </ul>	<ul style="list-style-type: none"> <li>• race</li> <li>• color</li> <li>• ethnicity</li> <li>• gender</li> <li>• age</li> <li>• sexual orientation</li> <li>• disability</li> <li>• religion</li> <li>• spiritual beliefs</li> <li>• national and geographic origin</li> <li>• familial status</li> <li>• language use</li> <li>• socio-economic background and status</li> <li>• higher education/academic legacy</li> <li>• military status</li> <li>• political beliefs</li> <li>• intellectual perspective</li> <li>• genetic information</li> </ul>	<ul style="list-style-type: none"> <li>• undergraduate students</li> <li>• graduate students (masters)</li> <li>• graduate students (doctoral)</li> <li>• faculty</li> <li>• staff</li> <li>• administrators</li> <li>• executive staff</li> <li>• trustees</li> <li>• alumni</li> <li>• legislators</li> <li>• media</li> <li>• community members</li> <li>• others</li> </ul>

Three Objectives to Promote Diversity in All Areas							
1. Attract and support a diverse student, staff, and faculty population.							
Principles and Practices	Action Steps	Resources Expended	Responsible Parties	Challenges & Barriers	Results	Evidence of Outcomes	Future Modifications
<b>1a. Accountability:</b> Collect and assess data accounting for diverse populations of students, faculty, staff, and administrators with specific attention given to recruitment and retention; persistence and graduation rates; honors enrollment; STEM participation; academic remediation; academic achievement gaps; student leadership development and participation; co-curricular activities (athletic and non-athletic); discipline and expulsion; other relevant criteria.							
<b>1b. Intervention:</b> Identify and rectify potential and existing barriers that impede optimal success of diverse and highly vulnerable populations (students, faculty, staff, administrators, and procurement/suppliers).							
<b>1c. Access and Equity:</b> Develop and promote policies, practices, and activities that afford access and equity to underrepresented administrative, faculty, staff, student, and supplier populations.							

Three Objectives to Promote Diversity in All Areas							
2. Enhance interaction and understanding among diverse groups.							
Principles and Practices	Action Steps	Resources Expended	Responsibility Parties	Challenges & Barriers	Results	Evidence of Outcomes	Future Modifications
<p><b>2a. Programming:</b> Organize and facilitate opportunities to enhance the diversity mission (i.e., professional development, community outreach, conferences, difficult dialogues, focus groups, institutes, presentations, restorative justice, seminars, town hall meetings, workshops, etc.).</p>							
<p><b>2b. Responsiveness:</b> Acknowledge and respond appropriately and effectively to incidents of bias (i.e., victims, internal and external reporting processes, law enforcement, regulatory agencies, various campus authorities and leadership, media communications, and record keeping).</p>							
<p><b>2c. Involvement:</b> Collaborate with and support campus organizations that provide collective guidance and extend awareness and understanding of specific populations, topics, and issues.</p>							

**Three Objectives to Promote Diversity in All Areas**

<b>3.</b>	<b>Cultivate enriched learning opportunities in a global community.</b>						
<b>Principles and Practices</b>	<b>Action Steps</b>	<b>Resources Expended</b>	<b>Responsibility Parties</b>	<b>Challenges &amp; Barriers</b>	<b>Results</b>	<b>Evidence of Outcomes</b>	<b>Future Modifications</b>
<b>3a. Benefits:</b> Distinguish and articulate the significance of students’ educational benefits and impact from diversity, inclusion, and equity at the University for advancing college, career, and civic life.							
<b>3b. Curriculum:</b> Plan and evaluate curriculum development efforts that facilitate authentic and inclusive teaching and learning practices.							
<b>3c. Enhancement:</b> Support diversity-focused research that advances insight into the impact of the elements of UCA’s Diversity Statement as they relate to education, plus institute and sustain Inclusive Excellence Awards that celebrate students, administrators, faculty, and staff who demonstrate an extraordinary commitment to diversity.							