UNIVERSITY OF CENTRAL ARKANSAS™

Diversity Advisory
Committee
Strategic Plan

08/07/2017

Table of Contents

Introduction

Preamble

The University of Central Arkansas ("University") seeks to include and integrate individuals from various backgrounds and with varied characteristics, and promote opportunities to work, learn, and develop within a community that embraces the diversity of individuals and ideas.

UCA Diversity Statement

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.

Committee Purpose

Purpose

(a) review all policies, programs, and offices of the University of Central Arkansas in an effort to (i) promote and maintain a diverse student, faculty, and staff population and (ii) foster an environment of inclusion and diversity;

(b) develop and present to the Board of Trustees and the President (i) plans and recommendations to increase diversity, including but not limited to, staffing, budget recommendations, and program changes, if any, and (ii) recommendations concerning language to be included in University publications, advertisements, and other materials on the subject of diversity;

(c) prepare and file with the Board of Trustees and the Office of the President, an annual report on diversity initiatives with such recommendations as the committee may deem necessary and advisable; and

(d) undertake such other activities, studies or initiatives as the Committee may, from time-to-time, deem necessary or advisable, as well as conduct any other matters within the Committee's jurisdiction as may be requested by the Board of Trustees.

Overview

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.

Diversity Dimensions

Core Areas	Social Identify Characteristics	Focal Groups
• recruitment, retention, and development of students, administrators, faculty, and staff • campus climate • curriculum, instruction, and assessment • research and inquiry • intragroup and intergroup relations and discourse • achievement and success of students, faculty, and staff • leadership development • non-discrimination • procurement/supplier diversity • institutional advancement • external relations • strategic planning and accountability • others	• race • color • ethnicity • gender/gender identity • age • sexual orientation • disability • religion • spiritual beliefs • national and geographic origin • familial status • language use • socio-economic background and status • higher education/academic legacy • military status • political beliefs • intellectual perspective • genetic information • others	• undergraduate students • graduate students (masters) • graduate students (doctoral) • faculty • staff • administrators • executive staff • trustees • alumni • legislators • media • community members • others

Goal I – Recruitment and Retention

[Core Value 3]

We actively pursue and seek to retain a diversified student body, faculty, and staff.

Actions:

1. Increase recruitment and retention efforts to seek and retain a diversified student body.
2. Increase recruitment and retention efforts to seek and retain a diversified staff.
3. Increase recruitment and retention efforts to seek and retain a diversified faculty.

Example Actions:

- Collect and assess data accounting for diverse communities of students, faculty, staff, and administrators, with specific attention given to recruitment and retention efforts.
- Evaluate persistence, SAP, and graduation rates for continuous and quality improvement.
- Examine participation and success rates in curricular and/or co-curricular activities and programs by demographics (i.e., race, gender, student classification, etc.).
- Collect and assess participation data for diversity related activities and programs geared towards faculty and staff.
- Develop and nurture diverse partnerships.
- Analyze and evaluate Campus Climate survey data for your department, area, or unit, and develop recommendations for improvement action implementation.

Goal II – Support

[Core Value 3]

We maintain the highest academic quality and ensure that our programs remain innovative and responsive to the ever-changing and diverse needs of those we serve.

Actions:

1. Increase support promoting innovative and responsive programmatic offerings that serve historically underserved members in the student body.
2. Increase support promoting innovative and responsive programmatic offerings that serve historically underserved staff members in your division, college, or department.
3. Increase support promoting innovative and responsive programmatic offerings that serve historically underserved faculty members in your division, college, or department.
4. Increase support of diversity in the UCA and local communities.

Example Actions:

- Identify and rectify potential and existing barriers that impede access and optimal success of diverse and highly vulnerable communities.
- Develop and promote policies, practices, and activities that afford access and equity to underrepresented communities.
- 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.

Goal III – Knowledge

[Core Value 3]

We seek to enhance interaction and understanding among diverse groups and cultivate enriched learning opportunities in a global community.

Actions:

1. Increase participation in learning opportunities that enhance interaction and understanding among diverse groups within the student body.
2. Increase participation in learning opportunities that enhance interaction and understanding among diverse groups within staff.
3. Increase participation in learning opportunities that enhance interaction and understanding among diverse groups within faculty.

Example Actions:

- Organize and facilitate opportunities to enhance the diversity mission (i.e., professional development, community outreach, conferences, inter-/intra-community dialogues, focus groups, institutes, presentations, restorative justice, seminars, town hall meetings, workshops, etc.).
- Acknowledge and respond appropriately and effectively to incidents of discrimination, inequity, and incivility (i.e., victims, internal and external reporting processes, law enforcement, regulatory agencies, various campus authorities and leadership, media communications, and record keeping).

- Collaborate with and support campus organizations that provide collective guidance and extend awareness and understanding of specific communities, topics, and issues.
- Plan and evaluate curriculum development to facilitate authentic and inclusive teaching and learning practices.
- Support diversity-focused research that advances insight into the impact of the elements of UCA's Diversity Statement as they relate to education.
- Celebrate students, administrators, faculty, and staff who demonstrate an extraordinary commitment to diversity.

University of
CENTRAL
ARKANSAS™

Diversity Advisory Committee

Bernard Hall 207