



Diversity Strategic Plan:

Creating a Culture of Inclusive Learning

As an action strategy in accord with *Defining Moments: The Strategic Plan for University of Puget Sound*, President Thomas in 2005–06 charged a Diversity Planning Task Force (DPTF) to develop and implement a diversity strategic plan. An initial plan was drafted in late 2006, an executive summary of which was distributed to the campus community in January 2007. The DPTF outlined the plan after taking a thorough environmental scan of common and best diversity practices of institutions of higher education—including peer schools in the Northwest and nationwide—and regional businesses, and carefully evaluating the current status of diversity practices on our campus through the Campus Climate for Diversity Survey and review of institutional data.

The strategic goals and objectives of the diversity strategic plan are designed to serve as a vehicle to help move the university from its current state with regard to diversity practices toward the future state to which we aspire. Arranged in priority order, the plan outlines strategic goals and objectives to accomplish this.

Goal One

We will increase the recruitment and retention of students, staff, and faculty from underrepresented minority groups.

- Improve the campus' structural diversity by increasing the number of faculty, staff, and students from underrepresented minority groups.
- Improve the quality of experiences for underrepresented minority groups of students, staff, and faculty.
- Promote the success and retention of underrepresented minority individuals.

Goal Two

We will create a campus environment that fully welcomes and supports social diversity.

- Enhance professional development training and cocurricular programs that engage campus community members in the challenges and rewards of valuing diversity and multiculturalism.
- Support continued development of curriculum and scholarship that address issues of social diversity, pedagogy, and multiculturalism.
- Address the gains, opportunities, and challenges of becoming a more diverse campus.

Goal Three

We will improve working and business relationships with race/ethnic and other diverse communities in the Puget Sound region.

- Build additional mutually beneficial relationships with race/ethnic and other diverse communities in the Puget Sound region.
- Develop supplier and business relationships with the various minority communities.

Goal Four

We will be accountable for implementing the diversity strategic plan and working toward achieving diversity goals.

- Regularly assess campus climate for diversity to assist with diversity strategic planning and its implementation.
- Create an institutional structure to provide oversight and support for diversity strategic plan implementation.
- Implement a strategic communication plan around diversity issues in order to make visible our strengths and bring diversity concerns into the dominant discourse of the campus.
- Conduct an asset mapping of current personnel, budgets lines, and resources dedicated to diversity work



University Diversity Statement

We Acknowledge

- the richness of commonalities and differences we share as a university community.
- the intrinsic worth of all who work and study here.
- that education is enhanced by investigation of and reflection upon multiple perspectives.

We Aspire

- to create respect for and appreciation of all persons as a key characteristic of our campus community.
- to increase the diversity of all parts of our University community through commitment to diversity in our recruitment and retention efforts.
- to foster a spirit of openness to active engagement among all members of our campus community.

We Act

- to achieve an environment that welcomes and supports diversity.
- to ensure full educational opportunity for all who teach and learn here.
- to prepare effectively citizen-leaders for a pluralistic world.

Office of Diversity and Inclusion Vision

We are a campus community that values the intrinsic worth of its members, recognizes our shared qualities, and embraces our differences. We make appreciation of all persons a key characteristic of this community, foster a spirit of openness and active engagement, and strive to be diverse and inclusive in every aspect of campus life. In doing so, we ensure a full educational opportunity for all who teach and learn at University of Puget Sound.

We believe that reflective, thoughtful, and respectful examination of the differing dimensions of diversity educates and empowers all who work and study here to be advocates for inclusion and equity. All members of this community share in cultivating, sustaining, and continuously developing an environment in which equity is intentionally sought and inclusiveness is practiced. The University of Puget Sound is a powerful example of a community enriched by diversity in all its forms, and the challenges and rewards that come with diverse representation, thought, and expression.