University-wide Plan for Diversity, Equity and Inclusion

DRAFT of 2/18/08
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The University of
New Mexico
Division of Institutional Diversity

Overview

- Background and Context
- Diversity as Integral to Excellence, Equity and Inclusion
- What Drives Diversity Planning
- What Our Demographics Tell Us
- The Planning Process
- Key Themes Emerging from Major Documents and Focus Group Sessions
- Recommendations: Goals and Strategic Actions

Background

- State and National Issues
- A System-wide Imperative
- Creation of the Division of Institutional Diversity
- Major FY 07-08 Deliverables

Definition

- Diversity is broadly defined to include all aspects of human differences, including but not limited to economic status, race, ethnicity, languages, nationality, sex/gender, religion, sexual orientation, disability and age.

- As such, we look to the priority actions that need to be taken *regarding differences* in order to advance social equity and inclusion and to promote a healthy campus climate.

Vision Statement

- The UNM Division of Institutional Diversity will advance and sustain a university environment that values differences and inclusiveness for all members of the UNM community and will promote diversity as an essential element in fulfilling the University's mission of student success, teaching, scholarship, public service and community engagement.

Mission

- The UNM Division of Institutional Diversity supports system-wide diversity initiatives to enhance student recruitment and retention, academic excellence, employee diversity and a campus climate that embraces its diversity as an asset.

Diversity as Integral to Excellence

- In terms of <u>Mission</u>: We must commit to educating students to function and thrive in a pluralistic and global society.

- In terms of <u>Scholarship</u>: We must promote new scholarship that engages issues of diversity

- In terms of <u>Viability</u>: To have community credibility, we need diversity at all levels.
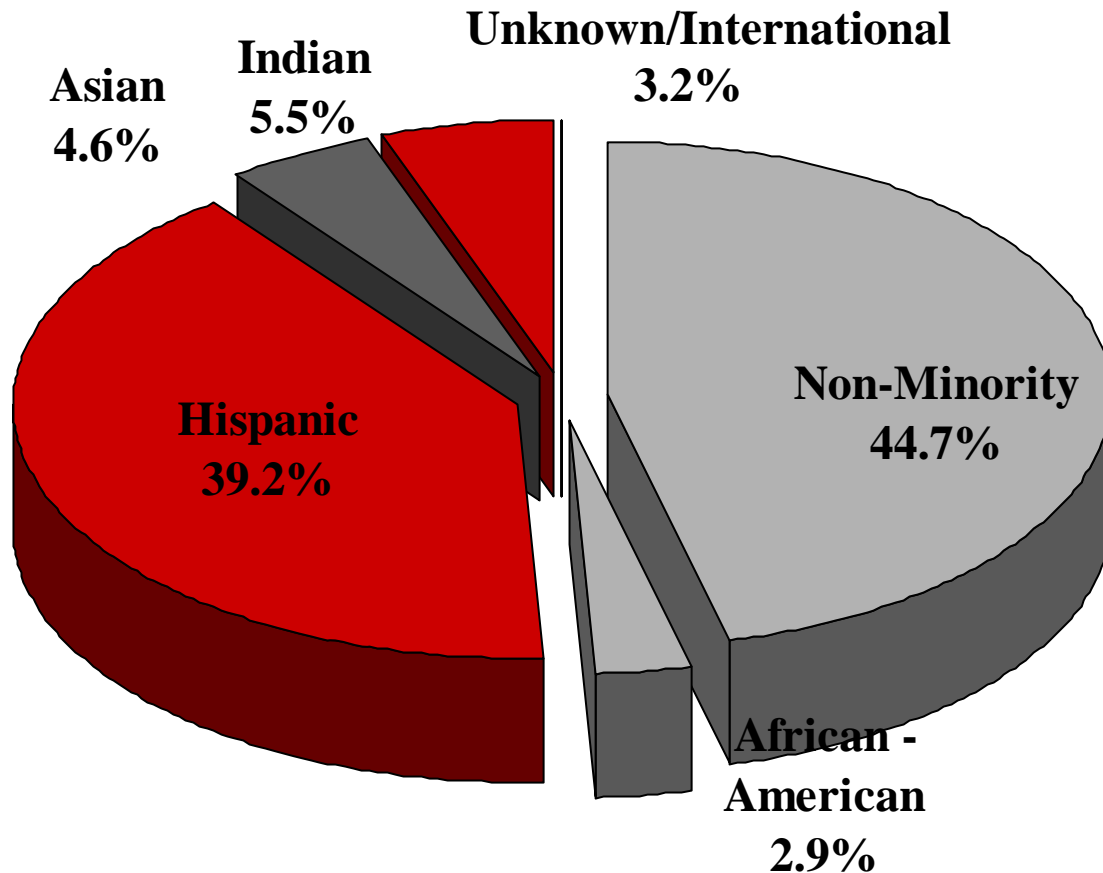
State of New Mexico Demographics
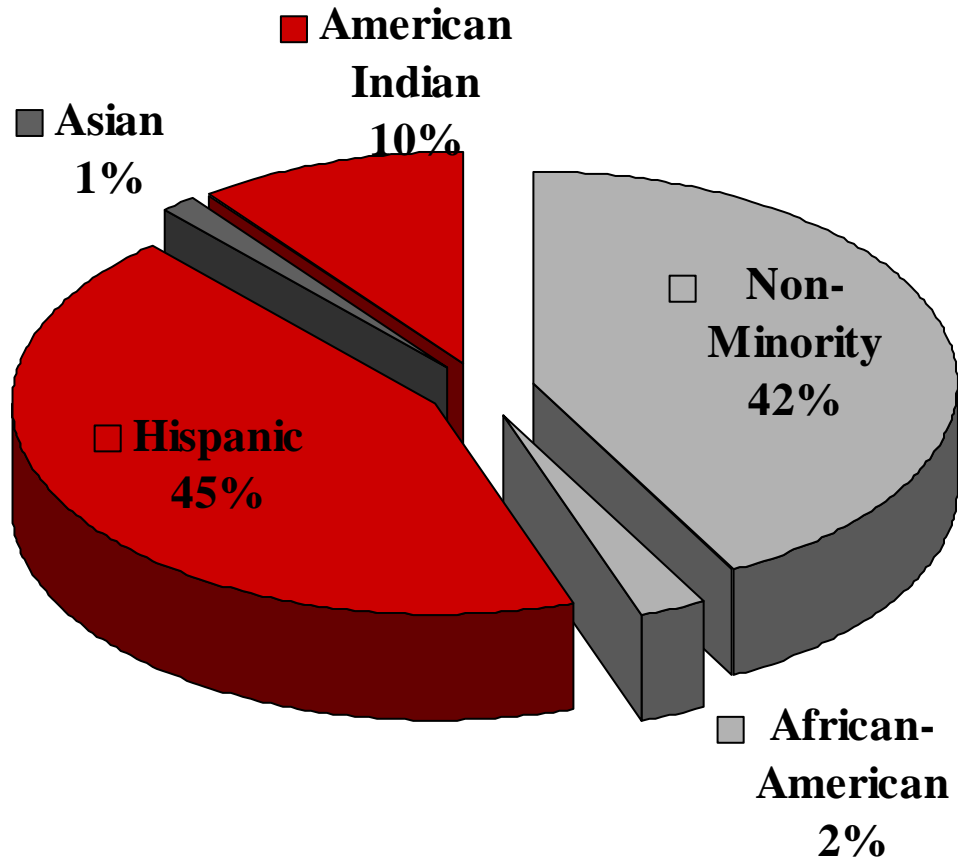
Total population - 1.9 million (U.S. Census Bureau 2005 population estimates)

UNM Student Demographics
Beginning *Freshmen Class Profile

Asian 4.6%

Indian 5.5%

Unknown/International 3.2%

Hispanic 39.2%

Non-Minority 44.7%

African - American 2.9%

Total population - 2,545 (*Fall 2006, From New Mexico Schools only-recent high school graduates)

Note: 43% Male; 57% Female

Baseline 2007: Improvement Needed

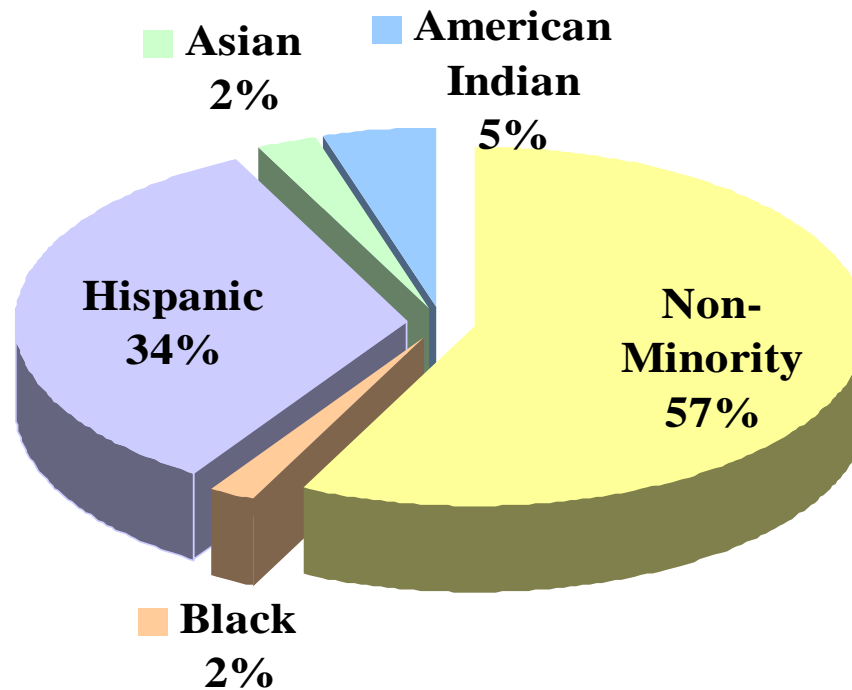|	*AAU*	*UNM Overall*	*American Indian*	*Hispanic*	*African American*
Freshman Retention	89%	76.6%	66.3%	76.8%	74.8%
Graduation Rates (6 yr)	71%	44%	21.2%	39.9%	29.6%

UNM Workforce Representation
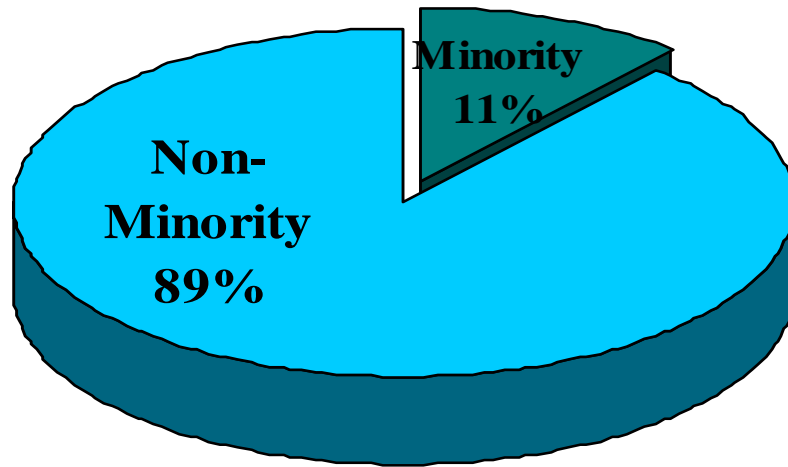## Total* Faculty Diversity
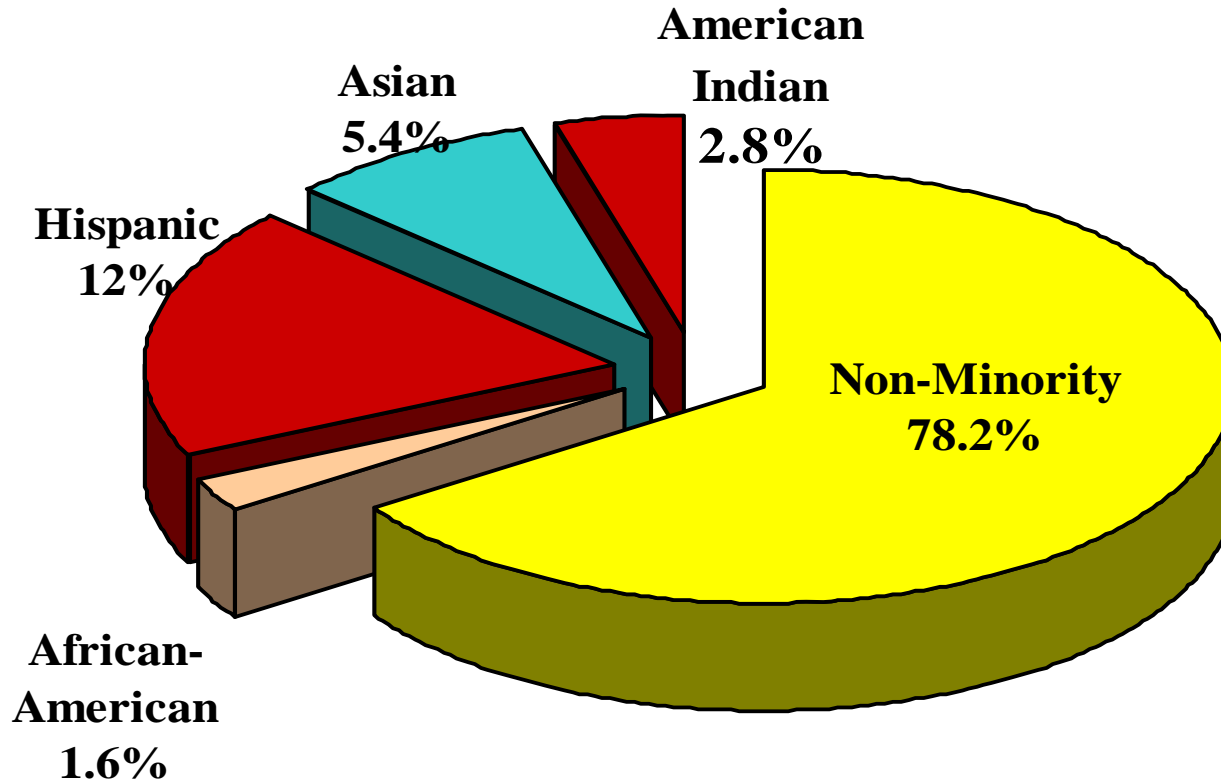
Total # of Faculty Employees - 3,019 (*Tenure/Tenure Track/Research/Clinician Educators/non-Tenure/Temporary)

UNM Workforce Representation Staff Diversity

Total # of Staff Employees - 5,288 (Regular Staff)

UNM Workforce Representation Executive Cabinet Diversity -2007

Minority 11%

Non-Minority 89%

Total # of Employees - 9 (Executive VPs and VPs as of May 2007)

Diversity as Integral to Equity and Inclusion

- Diversity embodies inclusiveness, mutual respect and multiple perspectives

- Disparities and barriers are often created and maintained inadvertently through institutional structures

- Diversity can be a catalyst for change resulting in social justice

Summary on
What's *Driving* Diversity Planning?

- The drive to enrich students' educational experiences
- Legal and political dynamics nationwide
- Our statewide and university demographics
- The need to prepare students to meet the complex demands of a global, pluralistic, multicultural society and workforce
- Recognition of UNM's unique position as the flagship institution in a minority-majority state
- The need to strengthen our economy by addressing persistent social inequities
- The need to strengthen our communities and the workplace

The Planning Process

- Enlist, engage and charge an ad hoc Diversity Planning Committee
- Utilize proven planning model (ToP Method)
- Ongoing review of diversity literature and best practices for university diversity efforts.
- Identify and review recent UNM documents providing recommendations on diversity efforts.
- Identify and conduct focus groups from key constituent groups
- Document and confirm key themes
- Committee identifies overarching goals
- Recommend strategic actions to meet the goals

Source Documents

- UNM Task Force on Native American Issues
- UNM Task Force on Hispanic Issues
- Memo from Women Faculty
- Graduation Task Force Report

- 2005-07 Survey to Assess the Climate for Women
- Hispanic Round Table 10 Point Plan
- UNM African American Task Group Preliminary Report
- Faculty Compensation Report

Fall 2007 Focus Groups

- ASUNM
- Student Agencies
- Women's Studies
- Women's Resource Center
- Accessibility Services
- Ethnic Centers
- Dean's Council
- SHRI Faculty
- Native American Faculty Institute
- Provost's Cabinet

- GPSA
- Faculty Forum
- Faculty Senate
- Women's Studies Board
- UNM Diversity Committee
- Staff Council
- Arts and Sciences Faculty

Plus one-on-one meetings with representatives from HSC, branch campuses, the schools and colleges of UNM, and other departments.

Key Themes

- Strengthening *access and success* of historically underrepresented *students*
- Recruiting and retaining historically underrepresented faculty and staff.
- Promoting a healthy campus climate

- *Professional Development* of our UNM workforce to strengthen our capacity to meet diversity goals
- Providing the infrastructure to strengthen diversity efforts and communications

Recommendations: Goal 1

Build Minority Student Success in Both Undergraduate and Graduate Programs

- Support and strengthen mentoring, tutoring and student support programs
- Build best practices and efficient models for recruitment and retention of students from underrepresented groups
- Support increased financial aid and scholarships
- Increase access to transportation and childcare
- Promote student engagement through the implementation of leadership development programs.
- Involve students in curriculum development initiatives
- Expand student involvement in special programs
- Strengthen faculty advising

Recommendations: Goal 2
Faculty Development to Achieve Diversity, Equity and Inclusion Needs

- Develop and implement curriculum to meet diversity competencies for faculty and teaching assistants
- Foster faculty-to-faculty mentorship programs
- Provide monthly symposia on diversity issues and best practices
- Provide incentives for research and publication of best practices for promoting success of diverse students
- Build a diversity resource and referral library
- Support research/service projects to develop diversity expertise
- Develop a teaching handbook to support faculty development in diversity issues, strategies, etc.

Recommendations: Goal 3
Diversity and Inclusion Development for Staff and Students

- Develop and implement curriculum to meet diversity competencies for staff, with a special emphasis on training for helping professionals and other front-line student service providers.
- Provide appropriate support to UNM colleges and schools toward the development and implementation of college-appropriate diversity training.
- Develop diversity lectures and events for students, in coordination with Student Affairs.

Recommendations: Goal 4
Leadership and Management Development

- Develop and implement Diversity Leadership training. Provide incentives for managers and leaders at all levels.
- Provide events, forums and symposia to further dialogue and understanding of diversity leadership.
- Develop a "tool kit" to diversify applicant pools in leadership positions
- Hire and develop leadership committed to university diversity goals.
- Include diversity leadership goals in performance standards and evaluation for leaders.
- Implement a career development/succession planning program to provide leadership development opportunities

Recommendations: Goal 5

Recruitment and Retention of Minority and Women Faculty

- Develop and provide a "Tool Kit" for search committees
- Provide funds for minority faculty hiring and retention
- Provide individualized search support and resources
- Develop and provide guidelines and support for equity funds and other retention incentives
- Administer a faculty survey, to strengthen planning efforts for retention

Recommendations: Goal 6
Promote a Healthy Campus Climate

- Conduct campus climate surveys with follow up action in targeted areas
- Issue clear leadership messages on values pertaining to diversity, inclusion and equity
- Support messages, events and programs that promote a healthy organizational climate
- Review current policies and strategies pertaining to hate incidents. Develop and communicate clear policies, protocol and strategies.
- Create an atmosphere that allows nontraditional and commuting students to feel part of the UNM community.
- Build united efforts, breaking down the "silo perspective."

Recommendations: Goal 7
Develop Marketing, Outreach and Communications to Support Diversity Initiatives

- Development of a comprehensive university website to provide information on diversity values, programs and initiatives at UNM
- Development and implementation of a comprehensive marketing and outreach plan
- Permeate related university documents and websites with information on the Division of Institutional Diversity, Equity and Inclusion.

Recommendations: Goal 8

Develop a Structure for Implementation and Continuous Quality Improvement

- Develop the <u>Staffing Structure</u> for the Division based on the long-range goals.
- Develop and implement a <u>Diversity Champion Model</u> to further the advancement of unit-by-unit progress and university-wide excellence in diversity.
- <u>Promote</u> diversity and inclusiveness in key university groups and in customer/community partnerships.
- Implement a <u>Diversity Report Card</u> as an accountability and reporting tool

Timeframe: 3 year plan

Focus on Spring 08 Semester

- <u>Diversity Plan</u> presented to Regents

- <u>Diversity Report Card</u> presented to Regents

- Launch Diversity Champion Model

- Conduct Best Practices Forums (March 4: Faculty Recruitment and Retention; March 6: Campus Climate)

- Finalize Organizational Staffing Plan and Budget

Timeframe: 3 Year Plan

Path Forward

- Final approvals (Summer 08)
- Alignment with other university initiatives
- Reworking of the Plan as Needed
- Full plan implementation under the direction of the new VP for Institutional Equity and Inclusion