

## **Resolution for Consideration by Faculty Senate on Dec 10, 2009**

### Rationale:

Per the request of the Faculty Chair, The Human Relations Committee underwent a review of a working draft version dated Nov 6<sup>th</sup> 2009 of the document titled "Proposal to Integrate Diversity and Inclusion Strategic Initiatives into the University Planning Process for 2010- 2011."

The committee strongly supports the purpose of such a process in the draft since it aligns with the university mission statement. The opportunity to develop a compliance plan makes this process integrate each units' specific priorities. The document is simple and effective, outlining inclusion strategic initiatives. Focusing on cultural competence to enhance diversity and to develop collaboration and partnerships remains a critical component for the Human Relations Committee and the University, as a whole.

Be it resolved, the Faculty Senate supports the Working Draft Proposal to Integrate Diversity and Inclusion Strategic Initiatives into the University Planning Process for 2010- 2011

## WORKING DRAFT

# Proposal to Integrate Diversity and Inclusion Strategic Initiatives into the University Planning Process for 2010-11

Through the university planning, assessment and evaluation process, the Senior Vice Presidents, Vice Presidents and Deans will provide an annual report of activities to meet expectations (best practices) in their respective areas. To align with the University's Mission Statement, a separate document regarding diversity and inclusion will be reported as a part of this process.

## University Mission Statement

The University of Cincinnati serves the people of Ohio, the nation, and the world as a premier, public, urban research university dedicated to undergraduate, graduate, and professional education, experience-based learning, and research. We are committed to excellence and **diversity** in our students, faculty, staff, and all of our activities. We provide an **inclusive** environment where innovation and freedom of intellectual inquiry flourish. Through scholarship, service, partnerships, and leadership, we create opportunity, develop educated and engaged citizens, enhance the economy, and enrich our University, city, state, and global community.

Approved by the University of Cincinnati Board of Trustees  
January 29, 2008

# TEMPLATE

## Strategic Initiatives to Foster Diversity and Inclusion

- Institutional Structure and Framework
- Community and Climate
- Student, Faculty and Staff Recruitment & Retention
- Curricular/Cultural Competence
- Education, Training & Development
- Collaborations/Partnerships
- Other

Individuals do not have to report in each of the above categories; only those that are appropriate to their area.

# Definitions for Strategic Initiatives

## **1. Institutional Structure & Framework**

Design and implement a comprehensive system of responsibility, accountability, and recognition for increasing campus diversity and inclusion and advancing the knowledge base for sustaining a culturally diverse community of learners, teachers, researchers and workers.

## **2. Community and Climate**

Create a learning community for faculty, staff, students and guests that fosters an appreciation for and celebration of excellence and diversity as threads of a common institutional fabric.

## **3. Student, Faculty and Staff Recruitment & Retention**

Implement best practices that are designed to increase the number and enhance the lives of diverse students, faculty and staff with particular emphasis on historically underrepresented groups.

## **4. Curricular/Cultural Competence**

Provide a curriculum rich in academic offerings designed to enhance the cultural competence of our students.

## **5. Education, Training & Development**

Develop and implement a comprehensive training program for faculty, students and staff designed to enhance awareness, appreciation and skills necessary to fully function in a diverse campus community.

## **6. Collaborations/Partnerships**

Develop collaborations and partnerships with campus and community constituents designed to enhance diversity and build capacity through shared knowledge and resources.

In order to foster our mission related to diversity and inclusion, the President's Diversity Task Force has identified these critical areas. It is imperative that the diversity and inclusion strategic initiatives be addressed to advance the university's continuing commitment to a diverse and inclusive community. These initiatives will facilitate the institution-wide assessment of all units' activities which is vital to the university's success. It is likely that additional resources will be necessary to achieve these new initiatives.

## Process

Units will through their Senior Vice Presidents, Vice Presidents and Deans:

- Incorporate the diversity and inclusion strategic initiatives into the annual goals-setting, assessment and evaluation process
- Submit diversity and inclusion strategic initiatives as a separate document to respective supervisors in accordance with established timetable for the university

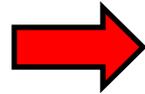
Senior Vice Presidents, Vice Presidents and Deans will submit diversity and inclusion reports to the Office of the Chief Diversity Officer (located in 600 University Pavilion) in order to facilitate institution-wide assessment and preparation for the President's annual report to the Board of Trustees.

NOTE: Guidelines need to be developed on reporting unit objectives for both supervisors and employees.

# University Planning 2010-11

**Establish  
Initial  
Planning  
Parameters**

**September/  
October**



**Develop  
Preliminary  
Unit Plans**

**December/  
January**



**Adjust Plans  
According to New  
Information, e.g.,  
resources,  
collaborations, change  
in priorities, etc.**

**February/  
March**



**Conduct  
Evaluations/  
Assess  
Diversity  
Progress  
Report**

**May/June**



**Submit  
Diversity  
Progress  
Report<sup>1</sup> to  
Chief  
Diversity  
Officer (CDO)**

**July**



**Submit  
Recommendations  
to President from  
CDO<sup>2</sup> ; copies to  
VPs & Deans**

**August**



<sup>1</sup>Information from the Progress Report will be used for the President's Report Card to the Board of Trustees

<sup>2</sup>In consultation with Diversity Council