

INDIANA STATE UNIVERSITY 3-YEAR DIVERSITY PLAN UNIT DEVELOPMENT PROCESS

- I. Review current Unit mission
 - a. Definition of diversity and rationale statement (See Diversity Council vision, mission and value statements for guidance – Attached Page 4).
 - b. This statement will define what diversity means to your unit
- II. Steps needed
 - a. Creation of a Diversity Planning Team and chair
 - b. Development of sub-committees for each target area
 - i. ***Recruitment and retention of diverse staff, faculty and students***
 - ii. ***Diversity education and social programming***
 1. ***Qualitative and quantitative measurement of programs***
 - iii. ***Networking Efforts***
 - iv. ***Communications and Marketing***
 - v. ***Diversity Plan Development Writing Plan Team***
 1. ***This team will also determine yearly goals***
 - vi. ***Measurement of Diversity Efforts (applies to items i to iv above)***
 1. ***Both qualitative and quantitative***
 - vii. ***Diversity Plan Report (to be written yearly)***
 - viii. ***Revision of Diversity Plan (to be performed yearly)***
 - c. Collection of evidence of diversity within your unit – reports and data collection
 - i. Composition of staff and/or faculty (within last 2-years)
 - ii. Composition of student body
 1. ***Applies to university academic units, colleges and/or divisions*** - Composition of entire student body (within last 2 years)
 2. ***Applies to all other areas*** - Composition of student body residing in on-campus housing (within last 2 years)
 - iii. Diversity programming efforts (within past 2 years)

INDIANA STATE UNIVERSITY 3-YEAR DIVERSITY PLAN UNIT IMPLEMENTATION PLAN TEMPLATE

- I. Your Diversity Plan should include the focus areas below:
 - a. **Recruitment and Retention (of staff)**
 - i. What efforts are made to recruit and retain a diverse pool of qualified candidates for future vacancies of staff
 - b. **Recruitment and Retention (of students)**
 - i. What efforts are made to recruit and retain a diverse pool of qualified candidates for future vacancies of students
 - c. **Diversity Education and Social Programming**
 - i. Staff development
 - ii. New programming efforts targeting the diverse population of students living on-campus
 - d. **Networking efforts**
 - i. List of 3 to 5 organizational, professional, or community contracts made during the last 2-years that demonstrates your efforts to enhance an understanding of the value of diversity within your department
 - e. **Communications and Marketing**
 - i. How to advertise diversity programs?
 - ii. How to advertise recruitment efforts to obtain diverse staff?
 - iii. In order to recruit and retain a diverse student body, what marketing efforts are required:
 1. To publicize diversity efforts
 2. To illustrate the benefits of attending ISU
 3. To illustrate the benefits of selecting a specific field of study, or
 4. To illustrate the benefits of living on-campus
- II. Writing the Diversity Plan
 - a. The development of goals for each year is dependent on the data collected. For example, if the data illustrates the need for more diverse staff, increase in diversity education programming, and communication and marketing efforts targeted at underrepresented

populations (i.e. LGBT, Black, Hispanic, etc) those focus areas would become Year One goals.

- b. Development of Year 1 goals (under any one or a combination in the following areas based on the data collected)
 - i. Recruitment and retention of diverse
 - 1. Staff
 - 2. Students
 - ii. Diversity education and social programming
 - 1. Staff development
 - 2. Students
 - iii. Networking Efforts
 - iv. Communications and Marketing efforts
 - v. Measurements (qualitative and quantitative)
- c. Development of Year 2 goals (under any one or a combination in the focus areas highlighted in II a)
- d. Development of Year 3 under any one or a combination in the focus areas highlighted in II a)

INDIANA STATE UNIVERSITY DIVERSITY COUNCIL

Vision

We envision a university community that reflects the population of Indiana and the nation with respect to students, faculty, support staff and administration and that transcends social and structural barriers to equality. We also envision a university community that understands what is necessary to achieve such a goal and appreciates why such a goal is beneficial.

Mission

The mission or purpose of the Council on Diversity in pursuit of our vision is to:

- assess the degree to which the university community reflects the population of Indiana and the nation with respect to its students, faculty, support staff, and administration;
- identify the factors that facilitate and those that inhibit the achievement of a culture of support for diversity; and
- recommend strategies to increase the diversity of the university community, address impediments to a culture of support for diversity, capitalize on opportunities that are present, and stimulate movement toward the achievement of the vision that can position Indiana State University as a 21st Century leader in this arena.

Values

- We value the individuals and groups that make up and represent our University community.
- We value a community where all individuals from all levels can participate and contribute in meaningful ways.
- We value listening as well as respectful directness that are both needed to bring about change on a topic that is often a difficult one to explore.
- We value our charge and the stewardship it represents to all in our community.