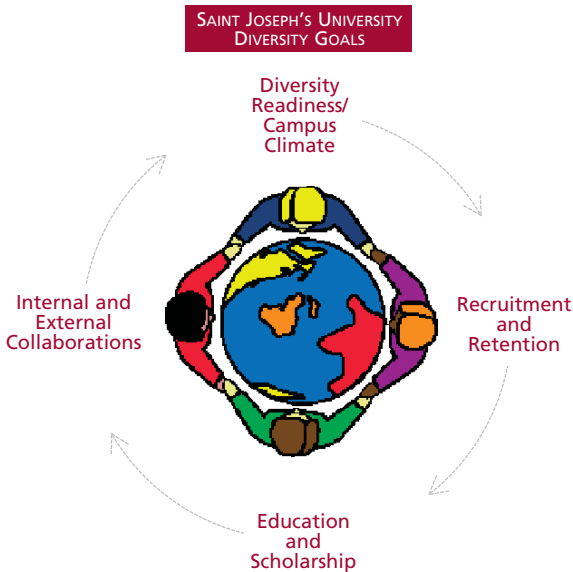


Description of Diversity

At Saint Joseph's University diversity is described as human differences that distinguish an individual or group of people from others. These differences include age, race, socioeconomic class, educational level, gender, ethnicity, national origin, physical and mental ability, sexual orientation, spiritual practice and all other human difference.

Integrated Diversity Plan



Initiative 2 of *Plan 2010: The Path to Preeminence* states that as members of the university community we are to, “Proclaim and strengthen the Catholic and Jesuit identity of Saint Joseph’s while promoting diversity through out the University.” This document provides a conceptual framework to guide the university community in the implementation of strategies to achieve greater diversity. The Diversity Plan includes goals to enhance campus readiness for diversity, to recruit and retain a diverse workforce, to enhance student’s understanding of diversity through the curriculum and faculty scholarship, to enhance external collaboration in support of enhanced diversity, and a ongoing approach to assess the progress and to develop future plans on this continuing journey.

The implementation of this plan will require that each division assess their needs, develop strategies for their department and measures to ensure that the goals in this plan are achieved.

Goals and Objectives 2008-09 through 2011-12

Goal I: Diversity Readiness/Campus Climate and Intergroup Relations.

SJU must establish programs that more fully develop the core values of community as well as to create an infrastructure that values cultural differences. Assure that policies, procedures, and programs support and encourage an inclusive and respectful environment for faculty, staff and students.

Objective 1: Develop an inclusive and widely shared understanding of diversity on campus.

Tasks:

- a. Develop a concise institutional definition of diversity for SJU. Communicate the definition widely, so that the understanding is shared.
- b. Disseminate and publish the statement on diversity and the Diversity Plan throughout the University.

Assigned to: Director of Institutional Diversity, Vice President for Planning, and the Commission on Diversity

Timeline: Fall 2008

Objective 2: Facilitate the design, development, and implementation of student-focused programs and events that will enhance awareness of and sensitivity to diversity issues on campus.

Tasks:

- a. Support “Bridging the Gap” student movement
- b. Design programs for students to continue the dialogue on diversity for students
- c. Provide students with information to help combat discrimination and oppression on SJU campus.
- d. Ensure that all students’ perspectives are equally considered in the development of programs.
- e. Create a campus climate where students from diverse backgrounds are equally involved, and feel comfortable, valued and welcomed.
- f. Increase programming in residence halls and generally on campus to promote understanding of various cultures.
- g. Continue programs such as SJU Reads which encourage members of the University community to read common books and discuss issues related to mission and diversity.

Assigned to: Vice President of Student Life, Director of Multicultural Life, Assistant Vice President for Student Development, and Library Director

Timeline: Fall 2008 and ongoing

Objective 3: Enhance the awareness of and sensitivity to diversity issues on SJU's campus by creating programs that will continue dialogs on issues of diversity among faculty and staff.

Tasks:

- a. Ensure that diversity awareness is a component of faculty and staff orientations.
- b. Develop awareness and sensitivity training to enhance a multicultural perspective throughout the campus.
- c. Provide senior leadership team with educational workshops and tools to manage a more diverse workforce.
- d. Each division should develop strategies to encourage all employees in their area to participate in programs and events
- e. Host an open campus forum each semester to provide an ongoing dialogue and to assess progress.
- f. Develop faculty and staff diversity committees/special interest groups to have focused dialogues around current diversity issues on campus.

Assigned to: Cabinet members, Division Heads,
and the Director of Institutional Diversity

Timeline: Ongoing

Objective 4: Develop and implement assessment measures to evaluate the progress and institutional effectiveness of programs that aim to enhance campus readiness for diversity and create a more positive climate.

Tasks:

- a. Develop measures of campus climate and intergroup relations, decrease the overall number of negative racial situations experienced by students
- b. Develop methods to track attendance at diversity lectures and events.
- c. Develop methods to evaluate success of programs.
- d. Provide regular communication regarding diversity efforts

Assigned to: Provost, Deans, Director of Institutional Diversity,
Manager of Training and Organization Development,
and Director of Human Resources

Timeline: 2008-2009

Goal II: Recruitment and Retention: Focus on renewed efforts to expand campus diversity by recruiting and retaining multi-cultural members of the SJU community (trustees, faculty, staff and students.)

Objective 1: Develop and implement recruitment plan designed to increase diversity in the undergraduate student population.

Tasks:

- a. Increase the minority enrollment to 12% students of color in the full-time undergraduate student body by expanding multicultural recruitment efforts.
- b. Increase the proportion of economically disadvantaged students whose estimated family contribution is \$14,000 or less.
- c. Increased enrollment of Hispanic students from the communities of Philadelphia and Camden.

Assigned to: Office of Enrollment Management,
Office of Student Life, Office of Student Services

Timeline: 2008-2009

Objective 2: Identify and increase outreach programs and activities that target the youth of under-represented groups. These programs should be designed to enhance academic or career preparation and encourage college attendance.

Tasks:

- a. Recruit students to participate in the Ignatian College Connection program and provide need based scholarships that encourage enrollment.
- b. Create partnerships with local high schools to provide opportunities for academically talented students to pursue higher education.
- c. Continue to provide academic enrichment programs for middle school students in the Philadelphia and Camden neighborhoods.

Assigned to: Office of Institutional Diversity,
Office of Enrollment Management

Timeline: 2008 and ongoing

Objective 3: Review and expand the university wide strategy for retaining under-represented undergraduate and graduate students.

Tasks:

- a. Provide retention services and an enhanced support system for minority and international students.
- b. Provide connections for commuter students to avoid isolation.
Develop a University College and Graduate programs Advisory Board to work with the deans of University College and the Graduate school.

Assigned to: Office of Enrollment Management, University College, Graduate Arts and Sciences Deans

Timeline: 2008 and ongoing

Objective 4: Develop and implement recruitment plan designed to increase diversity in the university workforce. Develop processes that will assist retention efforts for diverse faculty and staff.

Tasks:

- a. Continuing to develop diverse pools of applicants for faculty positions in all divisions.
- b. Develop recruitment strategies to attract a more diverse population of administrators and staff members.
- c. Provide a workshop on diversity recruitment each semester or for departments that are beginning the hiring process.
- d. Create peer mentoring opportunities for minority faculty, administrators and staff.

Assigned to: Office of Human Resources, Office of Institutional Diversity, Cabinet members and Department Heads

Timeline: 2007-2008 and ongoing

Objective 5: Develop and implement a plan to expand the diversity of the Board of Trustees.

Task:

- a. Identify individuals who will enhance the racial, ethnic, and gender diversity on the Board of Trustees.

Assigned to: President, Board of Trustees, Cabinet

Timeline: Ongoing

Objective 6: Develop and implement assessment measures to evaluate the progress and institutional effectiveness of programs that work to enhance recruitment and retention of underrepresented faculty, staff and students.

Tasks:

- a. Develop measures to evaluate recruitment strategies aimed at increasing the percentage of underrepresented workers to the university workforce. Working with the office of Human Resources departments will determine what hiring goals should be set based on the Affirmative Action report and availability studies for the area.
- b. Develop assessment measures to ascertain the rate of retention of underrepresented faculty and staff.
- c. Develop measures to evaluate recruitment strategies for increasing the percentage of underrepresented student body.
- d. Develop assessment measures to ascertain the rate of retention of underrepresented students in the undergraduate freshman class, full-time undergraduate student body and University College and Graduate programs.
- e. Annually assess strategies that are being used to retain students, faculty and staff for their effectiveness.

Assigned to: Offices of Human Resources, Enrollment Management, Student Success and Retention, and Office of Planning

Timetable: 2008-09 and ongoing

Goal III: Enhance education and scholarship. Provide interdisciplinary educational experiences to prepare students to become global citizens.

Objective 1: Enhance course offerings to address diversity issues in the classroom and curriculum.

Tasks:

- a. Encourage the development of new courses utilizing course-development summer grants annually.
- b. Develop Hispanic Heritage courses at the undergraduate level.
- c. Develop courses to support the Africana Studies minor.
- d. Emphasize diversity projects for faculty development support.

Objective 2: Enhance Diversity resources for faculty and students by adding multi-media resources for the purpose of strengthening the Library's collection in the area of diversity resources and to support a diverse curriculum.

Objective 3: Promote and develop experiential opportunities for diversity. Increase undergraduate and graduate students' curricular and co-curricular exposure to diverse cultures.

Objective 4: Enhance faculty's exposure to multicultural pedagogy. Explore the development of a multicultural Teaching academy to provide support to faculty course development.

Objective 5: Develop and implement assessment measures to evaluate the progress and effectiveness of programs that aim at enhancing diversity in the curriculum and faculty scholarship.

Assigned to: Faculty, Deans, Director of the Library,
Director of Institutional Diversity

Timeline: 2008-09 and Ongoing

Goal IV: Internal and external collaborations. Develop partnerships and collaborative opportunities that are designed to build capacity throughout the university and in the broader community affiliated with and served by the university.

Objective 1: Develop additional opportunities for neighborhood and corporate collaborations

Tasks:

- a. Strengthen ties with local communities by inviting individuals and organizations to participate in university-sponsored programs.
- b. Involve SJU in external communities, boards and volunteer projects.
- c. Support university efforts to promote a welcoming environment for all.
- d. Develop partnerships with corporations and other institutions to collaborate and implement effective diversity management practices.
- e. Establish an organization for alumni of color

Objective 2: Develop and implement assessment measures to evaluate the progress of internal and external collaboration efforts. Evaluate the programs and activities that increase and/ or build alliances with community organizations.

Assigned to: Office of Government and Community Relations,
Office of Alumni Relations, Office of Institutional
Diversity and the Office of Multicultural Life

Timeline: Ongoing

