



Diversity Equity and Inclusion
Strategic Plan
Progress Report
December 2019

Submitted to the Southern Utah University
Board of Trustees

by:
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Office of Equity and Inclusion
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Dear Students, Faculty, Staff, and Trustees,

In 2017, Southern Utah University made the decision to hire a Chief Diversity Officer to lead its Diversity Equity and Inclusion efforts. In January 2018, Dr. Schvalla R. Rivera assumed her role as the Assistant to the President for Equity and Inclusion and began the work of improving the culture and climate at the university. I endeavored to accomplish both immediate and long-term changes that would leave a lasting impact on our institution. The work reflected in this report represents the goals and initiatives implemented from January 2018 through August 2019. This work culminated in the creation of the Diversity Equity and Inclusion (DEI) Strategic Plan. As I approach the completion of my second year as Chief Diversity Officer, I am happy to note that, of the 28 initiatives prescribed in this plan, 11 have been implemented and 8 are in progress. I look forward to working with campus partners to implement the remaining 10 initiatives outlined in the DEI Strategic Plan. Together we can make significant strides toward accomplishing our goals by creating a campus that is committed to the core themes C.A.R.E. (Climate, Accountability, Recruitment, retention, Education and Awareness).

Professional development and training opportunities are ongoing (e.g., Unconscious Bias, Power and Privilege, Allyship, Search Committee Training, QPR and Safe Zone Training) for departments and individuals that provide community members with the awareness and skills necessary to interact respectfully across our differences. Training modules and methods are continuously updated and refined to meet the changing needs of our community. Although we are in the first year of our initial five-year strategic planning effort, I am incredibly proud of the advancements we have made. However, we must recognize that there is still much work to be done. As an institution, we must wholeheartedly commit to DEI efforts. To that end, support and collaboration from senior executives and administrators are imperative. Additionally, we must invest in our commitment to these efforts by dedicating the necessary financial and human resources that will help to make cultural and systemic changes both possible and sustainable. Thank you being partners in this noble work. Together we can continue to make an indelible impact on our community and beyond.

Go T-Birds!

Schvalla R. Rivera

Sincerely,

Schvalla R. Rivera, Ph.D., CDE
Assistant to the President for Equity and Inclusion

Southern Utah University Statement on Diversity, Equity and Inclusion

SUU is committed to fostering an inclusive community of lifelong learners. We encourage our community members to make observations and inquires through an intersectional lens. We celebrate diverse approaches and points of view. We believe diversity makes us stronger, more innovative, and better prepared to compete in a global society. We provide education and programming opportunities that promote understanding of diversity, equity and inclusion. We respect the rights of all individuals regardless of race, ethnicity, religion, age, ability, sexual orientation, veteran status, immigration status, gender identity or gender expression.

SUU Diversity, Equity and Inclusion Goals:

Goal 1: Create and support a diverse, inclusive and equitable campus climate

Goal 2: Recruit, retain and develop a diverse and inclusive campus community

Goal 3: Support innovative and inclusive programs, teaching and scholarship

Goal Timelines

Immediate: 1 to 5 months

Short: 6 to 12 months

Medium: 13 to 24 months

Long: 25 to 36 months

(Diversity, Equity and Inclusion) D.E.I Core Themes

Climate

Accountability

Recruitment and Retention

Education and Awareness

Overview of DEI progress

28 Initiatives

😊 = Implemented (11) ✍️ = In progress (8)

👋 = Not yet implemented (10)

Goal 1: Create and support a Diverse, Inclusive and Equitable Campus Climate



INITIATIVE 1: Ensure commitment to diversity at the highest level of the institution through approval of this comprehensive Diversity, Equity and Inclusion Plan via a resolution of the Southern Utah University Board of Trustees.

RESPONSIBLE UNIT: CDO and President



INITIATIVE 2: Ensure commitment to diversity at every level of the University through the development and implementation of a comprehensive Diversity, Equity and Inclusion Plan by each academic and administrative department and division. DEI Plans will include detailed initiatives and hiring plans. Plans will be submitted to the Office of Equity and Inclusion.

RESPONSIBLE UNIT: All administrative and academic departments and divisions. Provost, Vice Presidents, Deans and Department Chairs



INITIATIVE 3: Create Equity and Inclusion Statement for the university

RESPONSIBLE UNIT: CDO

TIME PERIOD: (Immediate: 1 to 5 months).

INDICATOR: Statement approved and published.



INITIATIVE 4: Create the Office of Equity and Inclusion, which will remain a part of the Office of the President.

RESPONSIBLE UNIT: CDO and President



INITIATIVE 5: Establish a Diversity, Equity and Inclusion Committee to address the on-going needs of the campus community and make recommendations to the CDO.

RESPONSIBLE UNIT: CDO



INITIATIVE 6: Conduct a campus-wide climate study on diversity, equity and inclusion to help understand student, faculty, administrator, and staff perspectives and experiences related to their study and work at the university.

RESPONSIBLE UNIT: CDO, Institutional research



INITIATIVE 7: Provide and support ongoing opportunities for Diversity, Equity and Inclusion education, training and programs.

RESPONSIBLE UNIT: University-wide, CDO



INITIATIVE 8: Examine salaries of all faculty, administrators and staff to ensure equitable pay based on market value.

RESPONSIBLE UNIT: Human Resources and Provost



INITIATIVE 9: Ensure campus facilities are accessible and safe by participating in an annual tour of campus facilities to review accessibility needs.

RESPONSIBLE UNIT: ADA Compliance Officer and facilities director.



INITIATIVE 10: Create a policy to address religious and spiritual matters and traditions of the students, faculty and staff.

RESPONSIBLE UNIT: CDO, Provost/Deans



INITIATIVE 11: Create a web page and multimedia for the Office of Equity and Inclusion to inform community members of SUU's efforts to increase equity and inclusion.

RESPONSIBLE UNIT: CDO

Goal 2: Recruit, Retain and Develop a Diverse and Inclusive Campus Community

2.1 Student Objectives

A. Based on Fall 2015 enrollment, incrementally increase the recruitment of domestic underrepresented students, with the goal of becoming comparable to national demographics.



INITIATIVE 1: Provide cultural competency training to recruiting staff.

RESPONSIBLE UNIT: AVP of Admissions



INITIATIVE 2: Provide financial resources to increase diversity among undergraduate and graduate students from underrepresented groups.

RESPONSIBLE UNIT: Provost, Deans, Chairs, Office of Admissions

TIME PERIOD: (Short: 6 to 12 months).

INDICATOR: Funds allocated. Increase in the target group.

B. Based on Fall 2015 enrollment, incrementally increase the recruitment of international students.



INITIATIVE 1: Provide cultural competency training to recruiting staff.

RESPONSIBLE UNIT: Associate Provost of International Student Services



INITIATIVE 2: Provide financial resources to increase enrollment of international undergraduate and graduate students.

RESPONSIBLE UNIT: Provost, Deans, Chairs, Office of International Student & Scholar Services

2.2 Faculty and Administration Objectives

A. Implement Diversity, Equity and Inclusion development program for the Human Resource Department to ensure best practices are in use.



INITIATIVE 1: Director of Human Resources will serve as the Diversity, Equity and Inclusion Liaison to the CDO. This individual will report to the CDO and the Director of Human Resources regularly concerning recruiting and retention efforts, as well as Diversity, Equity and Inclusion training for campus employees. This individual will receive cultural competency training from the CDO.

RESPONSIBLE UNIT: CDO and Director of Human Resources.



INITIATIVE 2: Review and consult with all faculty and administrative search committees to 1) ensure advertisements of job descriptions incorporates inclusive language and 2) the position is marketed to professional sources that will attract a diverse candidate pool.

RESPONSIBLE UNIT: CDO, Human Resources, Provost, Deans and search committees



INITIATIVE 3: Require all faculty and administrative search committees and hiring chairs to participate in Search Committee Training.

RESPONSIBLE UNIT: CDO, Provost, Deans and Human Resources

B. Based on Fall 2015 data, increase the hiring of underrepresented faculty, with the goal of achieving a faculty that proportionally reflects our student body.



INITIATIVE 1: In consultation with the CDO: 1) examine the faculty hiring of underrepresented individuals to assess whether the University's hiring is consistent with the available labor pool; 2) assess whether there are other systemic barriers to the success

of such candidates. If any such barriers are found, develop appropriate initiatives to remove them.

RESPONSIBLE UNIT: Human Resources, Provost, Deans and CDO.



INITIATIVE 2: In consultation with the CDO, assess division and department-level plans to increase the diversity of faculty applicant pools.

RESPONSIBLE UNIT: Provost and Deans.

C. Increase the number of underrepresented faculty in high-level positions (chair level and above) over the next five years.



INITIATIVE 1: In consultation with the CDO, review the hiring of underrepresented individuals in faculty positions to assess systemic barriers to the advancement of faculty. If any such barriers are found, develop appropriate programs to remove them.

RESPONSIBLE UNIT: Provost, Human Resources and CDO.

D. Based on the Fall 2015 data increase the number of underrepresented administrative staff, with the goal of achieving an administrative staff that proportionally reflects our student body.



INITIATIVE 1: Examine the hiring of underrepresented individuals to assess whether the University's hiring is consistent with the available labor pool. To assess whether there are other systemic barriers to the success of such candidates. If any such barriers are found, develop appropriate programs to remove them.

RESPONSIBLE UNIT: Human Resources, administrative departments and CDO.



INITIATIVE 2: Review and consult with all administrative search committees, to ensure advertisements of job descriptions incorporate inclusive language and that positions are marketed to professional sources that will attract a diverse candidate pool.

RESPONSIBLE UNIT: Human Resources

Goal 2: Support Innovative and Inclusive Programs, Teaching and Scholarship



INITIATIVE 1: Incorporate diversity as a performance dimension within the tenure and promotion process for faculty.

- RESPONSIBLE UNIT: Provost and Human Resources.



INITIATIVE 2: Incorporate diversity as a performance dimension within the annual employee performance appraisal process for administrative and professional staff.

RESPONSIBLE UNIT: Human Resources.



INITIATIVE 3: Establish and publish a comprehensive diversity calendar of events, celebrations, historic dates, training and holidays.

RESPONSIBLE UNIT: CDO.



INITIATIVE 4: Collaborate with APEX and other stakeholders to increase the number of diverse speakers.

RESPONSIBLE UNIT: CDO, APEX and other stakeholders



INITIATIVE 5: Continue Excellence in Diversity Annual Award for Faculty and Staff who demonstrate significant contributions to DEI Teaching, Scholarship and Programming.

RESPONSIBLE UNIT: CDO