



**Diversity Equity and
Inclusion Strategic Plan
2019 - 2024**

**Office of Equity and Inclusion
Southern Utah University**

Mission & Vision of Southern Utah University

Our Mission:

Southern Utah University is a dynamic teaching and learning community that engages students in experiential education leading to personal growth, civic responsibility, and professional excellence.

Approved by Trustees 06/24/2016

Our Vision:

Southern Utah University will receive national recognition for its innovations in learning, student success, and providing the best educational experience in the Intermountain West.

Approved by Trustees 06/24/2016

Our Core Themes:

Explore

SUU explores diverse ideas, disciplines, skills, cultures, and places.

Engage

SUU creates intentional and transformative learning experiences.

Excel

SUU excels through a commitment to high-quality outcomes and student achievement.

Approved by Trustees 06/24/2016

Office of Equity and Inclusion



Greetings!

As Assistant to the President for Diversity and Inclusion, I am honored to serve as Southern Utah University's first Chief Diversity Officer. My office works with institutional partners to advance our diversity and inclusion efforts. By aligning with the University's mission, our objective is to foster an environment that allows everyone the opportunity to be successful.

We believe that by becoming more inclusive, we benefit our community by enhancing our ability to join an ever-changing, highly competitive global market, which demands individuals with knowledge, skills, and experience in communicating and collaborating with individuals from diverse backgrounds. We intend to meet that demand!

Southern Utah University's goal is to provide the best educational experience in the Intermountain West. We are a community of learners striving to create an environment in which the dignity and rights of all people are respected. We promote academic and personal integrity social justice, service, and success, by encouraging critical thinking, dialogue, and intentional engagement. To achieve this, the Office of Equity and Inclusion has developed the core themes (**C.A.R.E**):

Climate

SUU is committed to providing an environment of respect and inclusivity regardless of identity or beliefs.

Accountability

SUU is committed to establishing benchmarks for achievements based on data and analysis. We are committed to providing transparency in reporting data and statistics.

Recruitment and Retention

SUU is committed to recruiting and retaining the best and the brightest students, faculty, administrators, and staff. To achieve this, we will diversify our candidate pools by actively seeking individuals from underrepresented populations and diverse backgrounds.

Education and Awareness

SUU is committed to providing diversity, equity, and inclusion training to the campus that will promote greater awareness of the social and cultural matters facing our community.

Schvalla R. Rivera

Respectfully,

Dr. 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

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

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

INDICATOR: Plan is approved and the resolution passed.

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

TIME PERIOD: (Medium: 13 to 24 months).

INDICATOR: Plans developed and implemented.

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

TIME PERIOD: (medium: 13 - 24 months) Complete restructure of all diversity, equity and inclusion efforts under the Office of Equity and Inclusion.

INDICATOR: Changes discussed and approved.

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

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

INDICATOR: Committee formed and collaborating with the 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

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

INDICATOR: Survey completed. Data published. Actions are taken as appropriate. Survey repeated every four years.

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

RESPONSIBLE UNIT: University-wide, CDO

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

INDICATOR: Training, development and programs offered throughout the year.

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

RESPONSIBLE UNIT: Human Resources and Provost

TIME PERIOD: (Medium: 13 to 24 months) begin review and implementation of pay adjustments.

TIME PERIOD (Long: 25 to 36) complete review of salaries and all adjustments made as needed.

INDICATOR: Review completed and salary adjustments made when appropriate.

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.

TIME PERIOD: (Medium: 13 to 24 months).

INDICATOR: Facilities reviewed annually and action plans initiated.

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

RESPONSIBLE UNIT: CDO, Provost/Deans

TIME PERIOD: (Medium: 13 to 24 months).

INDICATOR: Increased campus awareness of diverse religious/spiritual issues concerning campus community members.

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

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

INDICATOR: Web page published.

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

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

INDICATOR: Staff participates in ongoing training. Staff expresses higher confidence in interacting and recruiting underrepresented students.

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

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

INDICATOR: Staff participates in ongoing training.

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

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

INDICATOR: Funds allocated. Increase in the target group.

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.

TIME PERIOD: (Short: 6 to 12).

INDICATOR: DEI Liaison appointed and trained.

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

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

INDICATOR: Continuous reviews of all faculty searches resulting increase in underrepresented applicants and hiring.

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

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

INDICATOR: All faculty search committees trained to result in an increase in hiring and promotion of underrepresented candidates.

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 or not 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.

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

ACTION: Develop any appropriate programs needed:

TIME PERIOD: (Long: 25 to 36 months).

ACTION: Implement the plan.

INDICATOR: Complete assessment. Program(s) initiated. Increase in underrepresented faculty.

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

RESPONSIBLE UNIT: Provost, Deans.

TIME PERIOD: (Short: 6 to 12).

INDICATOR: Plans created and an increase in qualified, diverse applicant pools.

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.

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

ACTION: Assessment of faculty advancement. Develop any appropriate programs needed:

TIME PERIOD: (Long: 25 to 36 months): Implement the plan.

INDICATOR: Program(s) and resources created. Increase in faculty advancement for underrepresented individuals.

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 or not 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.

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

ACTION: Complete assessment and develop appropriate programs needed.

TIME PERIOD: (Long: 25 to 36 months).

ACTION: Implement the plan.

INDICATOR: Complete assessment. Program(s) initiated.

Increase in underrepresented administrative staff.

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

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

INDICATOR: Continuous reviews of all administrative and staff searches, and a resulting increase in underrepresented applicants and hiring.

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.

TIME PERIOD: (Medium: 13 to 24 months).

INDICATOR: Addition approved. How well an employee or unit engages in efforts to promote and support diversity, equity and inclusion.

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

RESPONSIBLE UNIT: Human Resources.

TIME PERIOD: (Medium: 13 to 24 months).

INDICATOR: Process approved and adopted. How well employee or unit engages in efforts to promote and support diversity, equity and inclusion.

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

RESPONSIBLE UNIT: CDO.

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

INDICATOR: Calendar published.

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

RESPONSIBLE UNIT: CDO, APEX and other stakeholders

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

INDICATOR: Prominent speakers from multicultural and underrepresented groups visit campus.

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

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

INDICATOR: Nominations received and reviewed. Awards to be given annually.