

# **Diversity, Equity, and Inclusion Strategic Plan**

## ***Approved by President's Cabinet, August 14, 2017***

**Updated 4/23/18**

Overall Purpose: To promote cultural diversity and understanding for an enhanced campus community climate and to improved recruitment, retention, and graduation outcomes for historically underserved or underrepresented student groups

Context: As a Lutheran institution committed to serve a diverse community and established on the core values of equality, inclusion, social justice, freedom, faith, and leadership through service, it is time for TLU to articulate a strategic vision for diversity. TLU is a more diverse institution than at any time in its history. In an effort to address the variety of needs presented within our diverse environment, we offer numerous support and service programs for underrepresented students. While helpful to those who participate, we have found through direct community feedback (both campus conversations and several institutional surveys), that these efforts alone are not sufficient to address complex structural issues and gaps in student satisfaction. In addition, there is no intentional institutional linkage between ongoing goals of academic excellence and student-centeredness to the promotion of an inclusive environment celebrating our community's diversity.

Definition: For the purpose of this vision statement, diversity means the inclusion of different types of people in a group or organization. It is applicable when talking about the presence of people on a campus who differ in terms of race, culture, ethnicity, gender, gender identity, religion, socio-economic status, sexual orientation, language, nationality, and/or disability and ability. It also means the presence of people with diverse opinions, political views, and academic passions.

Action Steps: Lasting improvements in diversity and inclusion require ongoing efforts and long-term commitments. To begin this process, the following action items are proposed for 2017-18

- Implement an institutional Diversity Committee appointed by the President and charged with providing oversight and guidance regarding diversity issues, progress addressing them on campus, and resources needed to support this work.
- Consider adjusting the General Education curriculum to include more options for taking diversity-oriented courses in Mexican-American Studies, African-American Studies, or Women's Studies.
- Deploy TLU's status as a Hispanic Serving Institution (HSI) through efforts such as Spanish translations, enrollment focus, marketing, speakers and discussions, and other educational efforts.
- Submit a proposal to send a TLU team of faculty and administrators to the Council of Independent College's Institute on Diversity, Civility, and the Liberal Arts in Atlanta, June 2018.
- Utilize the Center for Teaching and Learning to further develop strategies for inclusive classrooms.
- Increase the diversity of candidate pools for faculty and staff searches.
- Conduct a review of all institutional policies and procedures to address awareness of discriminatory issues, channels for complaint, and avenues for support.

The President will receive progress reports on all action items and provide subsequent regular updates to the campus community on these matters. A new action plan will be prepared and shared with the campus community each fall.









