



Mount Mary
UNIVERSITY
Diversity & Inclusion Council
Strategic Plan (2017-2020)

Introduction

Mount Mary University's (MMU's) educational vision and values are derived from the legacy of the School Sisters of Notre Dame (SSND). Unity in diversity is at the heart of the SSND mission and the university. Diversity and inclusion carry forward the principles on which the university was originally founded. Our campus commits to proactively fostering an inclusive environment to promote unity in a divided world. The core values of Mount Mary are central to education at the university: compassion, competence, community and commitment. Individually and collectively, Mount Mary promotes a holistic education that welcomes students from diverse backgrounds and cultures.

Sponsored by the SSND, MMU is an urban Catholic university that strives to be recognized as a diverse learning community that works in partnership with local, national and global organizations to educate women to transform the world. Throughout its history, the university has been committed to building an inclusive, diverse learning community. Consistent with this vision, MMU serves an increasingly diverse population of undergraduate women; and at the graduate and post-baccalaureate level, both women and men. Our campus brings together students of different socioeconomic backgrounds, races, ethnicities, cultures, and religious and political beliefs.

In 2014, MMU ranked as the 5th highest Midwest regional institution for diversity and we embrace the opportunity to foster cross-racial interactions and decrease the racial divide in Milwaukee. Today, approximately half of full-time undergraduate students at the university are from historically underrepresented ethnic and racial groups (fall of 2017). Mount Mary University students are also socioeconomically diverse; 55% of all undergraduate students received Pell grants in the 2017-18 academic year. Students are also diverse in terms of their age, religious beliefs, national affiliation, and abilities. Students are predominantly from the greater Milwaukee area and remain in the area after graduating. 2010 US Census data shows that Milwaukee, Waukesha, Washington and Ozaukee counties top the black-white segregation index of America's top 100 metro areas (Frey, 2010).

While students come from the surrounding community, the campus provides a diverse environment that many may not have experienced before. Mount Mary University is committed to providing a comfortable and equitable environment for all of our students, embracing our diverse student population as one of our greatest strengths.

Mission of the Diversity & Inclusion Council

The Diversity and Inclusion Council at Mount Mary University seeks to foster an academic community and campus climate that provides education to transform the world. This takes place through embracing the values of MMU with an emphasis on open-mindedness, respect, cultural awareness and sensitivity, equity, and inclusion.

Role of the Diversity & Inclusion Council

The Diversity & Inclusion Council recognizes that in order to truly foster equity and inclusion at Mount Mary University, there must be an institutional commitment to our mission at every level of the organization. The Council acknowledges that we are not the only voice in this conversation, and this important work must be a collaborative effort, so we propose a holistic approach to diversity and inclusion. The Council seeks to serve as a campus resource and equip each area of the institution with the tools and resources necessary to develop and sustain their own initiatives related to diversity and inclusion.

We will strive to achieve this through the following goals:

Goal #1: The Diversity & Inclusion Council will serve as the premier resource, liaison, and representative for the university to align our resources, actions, practices and policies with best practices for diversity and inclusion.

SMART Goals:

1. By the end of the 2017-2018 academic year the council will establish a centralized electronic space for educational/inclusive resources and events on campus via online resources that will be updated monthly by a designee of the Council.
2. The council will provide two training sessions per academic year for faculty/staff/administrators on best practices related to diversity and inclusion (data-driven).
 - a. The D&I Council will collect research on best practices during the 2017-2018 academic year.
 - b. During the 2018-2019 academic year the D&I Council will develop curriculum, including presentations, based on the research from 2017-2018.
 - c. Starting in the 2019-2020 academic year, the D&I Council will begin hosting trainings for Faculty, Staff, and Administration.
3. In collaboration with Human Resources, the council will develop learning and training materials (cultural competence) for the campus community to foster continuous education related to diversity and inclusion.
 - a. With Human Resources, develop a collaborative plan and a repository of resources for learning/trainings during the 2017-2018 academic year.
 - b. Alongside Human Resources, the D&I Council will begin offering trainings and learning opportunities for staff throughout the 2018-2020 academic years.

4. The council will meet with the various campus constituents once a semester to provide updates on the council and available resources to include the entire campus community: Vice Presidents, Deans of each school, Student Affairs, and Faculty Assembly. These meetings will begin by September 2018.

Goal #2: To foster a proactive, culturally conscious campus climate that promotes unity, respect, social justice and inclusion in an ever-changing academic community.

SMART Goals:

1. The council will assess the campus climate through a campus climate survey for students and employees every other year.
 - a. In collaboration with Human Resources and other campus constituents, the D&I Council will prepare an all campus Climate Survey for students and employees during the 2017-2018 academic year.
 - b. In collaboration with Human Resources, Institutional Effectiveness, and other campus constituents, the D&I Council will launch the campus climate survey for students and employees during the 2018-2019 academic year.
 - i. Evaluations and sharing of survey results with the campus community will take place during the 2019-2020 academic year. The council will use the survey data to inform the objectives of the next strategic plan and address ongoing concerns as needed.
2. The council will serve as an advocate for those affected by hate/bias related incidents on campus.
 - a. During the 2017-2018 academic year, the D&I Council will collaborate with Title IX Coordinators, the VP of Academic and Student Affairs, Conduct Officers, Human Resources, Public Safety, and other campus constituents to clarify hate and bias reporting processes/protocol. As needed, the D&I Council will make recommendations for improving the reporting process.
 - b. In conjunction with Goal 2 – 2.a. the D&I Council will explore the possibility of creating anonymous reporting forms for hate/bias on the MyMountMary intranet.

Goal #3: To promote the university as a beacon for recruiting and retaining students from all cultures, while promoting the university's core values through an equitable academic environment.

SMART Goals:

1. The council will collaborate with the Admissions Office to provide support for their initiatives for recruitment of diverse student populations.
 - a. The D&I Council will develop a comprehensive understanding of initiatives for recruiting diverse populations by the end of the 2017-2018 academic year.
 - b. During the 2018-2020 academic years, the D&I Council will begin offering support to the Admissions Office on the use of best practices for diverse recruiting.

2. The council will develop diversity and inclusion initiatives that promote a sense of community and create a supportive environment for student learning (from University Strategic Plan).
 - a. By the end of 2018-2019, the D&I Council will explore the option of creating an annual campus-wide diversity forum to allow faculty, staff, administrators, and students to come together to discuss issues related to diversity & inclusion.
 - b. By the end of 2017-2018, the D&I Council will collaborate with Student Government Association and student organizations to host forums and events that reflect values of inclusion and acceptance. Additionally, the Council will serve as a resource for diverse student organizations.
 - c. Develop annual marketing campaigns related to diversity to be advertised on social media, university website, and throughout campus to promote inclusion and community.
 - i. Through collaboration with Marketing and others, the D&I Council will create internal branding during the 2017-2018 academic year.
 - ii. The D&I Council will collaborate to review and create an external presence for diversity and inclusion in the surrounding community by the end of the 2019-2020 academic year.
 - d. Promote the purpose of the Diversity & Inclusion Council to students so that they are aware of a group that can address concerns and matters related to diversity.
3. By the end of 2019-2020, the council will identify and support various campus offices including the University Counseling Center, Student Engagement, Residence Life, etc. to establish delegated “safe spaces” and representatives to work with diverse students individually on meeting any of their needs. As part of this work the council will explore options for grant funding and other resources. The council will collaborate with Institutional Effectiveness to understand the data/ measurements that the campus is using related to student attrition as well as help to develop best practices on multicultural and diversity sensitive research practices.
 - a. The council will gather research and other information during the 2017-2018 academic year. This will be followed by publishing the best practices in 2018-2019 and creating an annual update by the end of 2019-2020.

Goal #4: To support the university in recruiting and retaining faculty, staff, and administrators from diverse backgrounds to promote a culture that is congruent and representative of our campus community.

SMART Goals:

1. The council will assist and partner with Human Resources for best practices on recruitment of diverse faculty, staff, and administrators.
 - a. The council will partner with Human Resources to implement strategies on diverse hiring practices including: networking and developing Vitae banks, forming search committees, minimizing bias, developing resources on posting

- attractive job ads to increase the diversity in candidate pools, connecting with professional organizations, etc.
- b. In collaboration with Human Resources, the council will develop a training module to be used for search committees and hiring managers that will provide support/resources for recruiting diverse candidate pools. Additionally, a member of the council and Human Resources will meet with search committees and/or hiring managers in the early stages of the process to serve as an additional resource upon request.
2. The council will serve as a campus resource for best practices on retention of diverse faculty, staff, and administrators.
 - a. Assess the current needs of diverse faculty, staff, and administrators through use of the results of campus climate survey.
 - b. Connect with School Deans to explore mentoring initiatives for faculty of color.
 - c. Host at least one event each semester for faculty, staff, and administrators of color to establish community and connect with others from across campus.
 - d. Collaborate with Human Resources to update exit interview questions to include topics related to experiences with diversity and campus climate as a means to learn more about why diverse faculty, staff, and administrators leave the institution. We will explore ways that this data can be shared with the council for further research and assessment.

Expectations of the Diversity & Inclusion Council

1. Membership of the Diversity & Inclusion council will consist of representatives from across the campus community. Faculty will be appointed through the Faculty Development Committee and the other members will be appointed by the VP of Student and Academic Affairs. Appointed members will serve a three-year term; makeup of the council can be found in the faculty handbook.
2. The council will meet a minimum of once a month throughout the academic year and will consider meetings during the summer months if warranted.
3. The council will receive on-going trainings on various topics related to best practices in diversity & inclusion by:
 - a. Sending 1 representative annually to a conference/training on inclusionary practices.
 - b. Utilizing online training seminars and webinar resources.
 - c. Advocating that the University becomes an institutional member of the American College Personnel Association (ACPA).
4. The council will advocate for the addition of an annual budget to facilitate the various needs of the members and broader campus community. Additionally, the council will connect with the Development Office to identify and secure grants related to diversity and inclusion that can support the council's efforts.

5. It is imperative that the Diversity & Inclusion council has a representative voice in decision-making that affects our diverse students, faculty, staff, and administrators. The council will look to the VP of Student and Academic Affairs to serve in this capacity at the senior leadership level, and long-term, will advocate for a Chief Diversity Officer. We also recognize that this advocacy should come from every level of the institution; we must have a community voice in this advocacy.
6. The Council will work to expand our visibility on campus, so that students, faculty, staff, and administrators are aware of who we are and what we do. We will focus on our branding efforts by creating a logo to be used on all formal documents and on the diversity website as a means to symbolize our presence on campus.
7. The council will develop a manual of Diversity & Inclusion trainings, workshops, presentations, resources to be saved on the shared drive to ensure longevity and sustainability of the council's work.

Closing

Through this work, the council will continue to serve as an advocate for inclusive practices at Mount Mary University. This includes continually advocating for the mission of the D&I Council, creation of campus resources for diverse students, and a centralized safe space through the creation of a Diversity Office on campus.