

PROGRESS REPORT NARRATIVE  
**THEME 2: PROMOTE DIVERSITY AND A CULTURE OF INCLUSION**  
AS OF JUNE 30, 2013

Goal 1	Goal 2	Goal 3
Promote a commitment to diversity and culture of inclusion.	Enhance the environment to ensure diversity is valued and inclusion becomes a guiding principle in every aspect of the University's activities.	Cultivate the idea that cultural competency is the right thing to do and promote it as a competitive advantage to be attained and valued by faculty, staff, and students.

**FISCAL YEAR 2013 PROGRESS**

<p>President formally assigned responsibility for diversity and inclusion initiatives to the Diversity Advisory Council.</p> <p>A letter asking each dean to appoint a senior administrator or faculty member to liaise with the Diversity Advisory Council on diversity and inclusion initiatives has been drafted. The letter is pending review by the DAC before being sent to the deans.</p>	<p>Human Resource Services making good progress in building 'promotion of diversity and inclusion' in job descriptions and performance reviews. Likewise, the decanal review instrument includes this as a criterion.</p> <p>The Diversity/EEO/AA Manager has prepared annual diversity and affirmative action reports and is readying them for distribution to deans and vice presidents. A presentation to the DAC on the diversity of tenured faculty and senior administrative staff will occur in the Fall 2013 semester.</p> <p>Good progress in being made in developing a calendar of diversity program; the offices of Communications and Academic Affairs are collaborating effectively on publicizing events for the 2013-2014 academic year.</p>	<p>Activity on this goal is projected to begin in September 2014.</p>
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**ANTICIPATED FISCAL YEAR 2014 OUTCOMES**

<p>Each dean will formally assign a senior administrator or faculty member to liaise with the Diversity Advisory Council on diversity and inclusion initiatives.</p> <p>The liaisons will be integrated into the activities of the DAC.</p>	<p>A presentation to the DAC on the diversity of tenured faculty and senior administrative staff by the Diversity/EEO/AA Manager will occur in the Fall 2013 semester.</p> <p>The Office of Human Resource Services will commence a compensation review to promote best practice and equity in salary determination and resource allocation.</p>	<p>N/A</p>
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**KEY CHALLENGES**

<p>Ambitious timeline and summer schedules, vacations, etc. makes it challenging to execute on some tactics in the timeframe projected</p>	<p>Shifting the culture from thinking about diversity and inclusion as an affirmative action initiative and mandate to one where it is thought about in terms of institutional competitiveness, effectiveness, and richness.</p>	<p>N/A</p>
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