

Office of Diversity (OoD) Strategic Plan 2015 - 2020
Office of Academic Affairs
Louisiana State University

MISSION

Enhancing diversity at LSU is a core institutional value.

The Office of Diversity (OoD) is a division of the Office of Academic Affairs committed to fostering inclusive educational opportunities and an equitable workforce environment at LSU. OoD provides leadership to ensure that diversity is a vital component in all decision-making processes on all administrative, academic, budgetary, and strategic planning fronts.

To that end, OoD ensures that LSU as a whole is actively recruiting and supporting a diverse student body while simultaneously recruiting and supporting faculty and staff from diverse backgrounds.

OoD is also responsible for supervising and guiding professional units whose purpose and mission is to promote understanding and respect for difference. These units include the Office of Multicultural Affairs, the African American Cultural Center, and the Women's Center. Similarly, OoD works closely with University committees, commissions, task forces, and affinity groups whose charge is to support underrepresented LSU community members.

Furthermore...

LSU's Diversity Statement promotes the University's commitment to "creating an environment that embraces individual difference in race, ethnicity, national origin, gender, sexual orientation, gender identity expression, age, spirituality, socio-economic status, disability, family status, experiences, opinions and ideas..." (LSU, Diversity Statement)

VISION

The core tenants of the OoD Mission and University Diversity Statement provide a strong platform from which to launch a focused vision of Diversity, Equity and Inclusion for the next generation of growth and impact institutionally, regionally, nationally and globally.

Our Vision is centered on five pillars that will build upon and expand the current framework of the Office of Diversity:

- Commitment to positively impacting the University’s mission and strategic vision
- Providing enthusiastic leadership and support for faculty recruitment, retention, training, program development, curriculum enhancements and research opportunities
- Delivering holistic, success oriented, structured pathways for student access, support, and success through degree completion and eventual membership into the alumni community
- Improving campus climate and preparing University citizens to be culturally aware, engaged locally and connected globally
- Developing collaborative partnerships and shared leadership internally and externally that will impact the advancement and financial support for the Office of Diversity and LSU

GOALS AND OBJECTIVES 2015 - 2020

The 2015-2020 Goals and Objectives

1. **LEAD:** Demonstrate leadership and support of the LSU mission and strategic plan
2. **IMPACT:** Impact the academic mission of the University and increase the diversity of the faculty, administration and students
3. **TRANSFORM:** Infuse diversity into the LSU campus culture and establish a reputation of inclusive excellence, regionally, nationally and globally
4. **SUSTAIN:** Increase leadership and support for the advancement of diversity initiatives and priorities at LSU

GOAL 1. LEAD: *Demonstrate Leadership and Support of the LSU mission and strategic plan*

INITIATIVES:

- a. Each unit of the OoD will introduce or enhance a minimum of two programs that are illustrative of one or more of the principles of *Discovery, Learning, Diversity and Engagement*, which are the foundation of the University's strategic plan**

ACTION ITEMS

- Provide leadership and support to increase enrollment of students from underrepresented populations and students of color
- Provide opportunities and funding for undergraduate students to travel and participate in internships and study abroad
- Support pipeline and outreach programs for K-12 students interested in college access and success
- Support pipeline and outreach programs for K-12 students interested in STEM majors
- Develop student and faculty exchange programs with HBCU's, HSI's and Tribal colleges

- b. Provide support, expertise, resources, etc. for university wide diversity initiatives/programs**

ACTION ITEMS

- Launch comprehensive website
- Provide diversity training program for faculty and staff
- Add diversity highlights to new faculty and staff orientation tour
- Develop on-line diversity module to be administered during new student orientation
- Develop on-line diversity module to be administered during new staff and faculty orientation

- Develop diversity “tool-kit” to be utilized by LSU departments and programs for training student workers, resident assistants, graduate assistants and student interns
- Convene a team to collaborate with the LSU office of research and economic development to develop a proposal in support of a LSU center to research economic, social, cultural and health disparities and success in marginalized communities.

GOAL 2. IMPACT: *Impact the Academic Mission of the University and Increase the Diversity of the Faculty and Administration*

INITIATIVES:

a. Increase the total number of diverse faculty members

ACTION ITEMS

- Meet with Deans and Department Directors to share information about the Office of Diversity
- Develop workshops and trainings with HR to assist departments with faculty and senior administrator recruitment, hiring and on-boarding
- Coordinate marketing of open positions in diverse on-line and print publications and websites
- Add information about the Office of Diversity and its affiliates to the Faculty Handbook
- Assist departments with the development of pipeline programs to increase the number of diverse fellows, post-docs and members of the faculty
- Partner with academic departments and programs such as McNair to provide on campus visit days and conferences to attract graduate students, post docs and aspiring faculty to LSU
- Apply to become a Mellon/Mays member institution
- Provide financial support and loans to the colleges to attract faculty from diverse backgrounds to join the LSU faculty
- Participate on search committees, screenings and orientation for Faculty and Sr. Administrators
- Collaborate with academic departments to develop a faculty mentoring program to aid in retention and successful tenuring of diverse faculty

b. Add diversity initiatives to the academic curriculum and experience for students

ACTION ITEMS:

- Collaborate with academic departments to create a diversity requirement for undergraduate students
- Develop and implement a Freshman reading project
- Develop a Concentration in Diversity for Graduate level students
- Develop an interdisciplinary Diversity metric to be recognized at University Commencement and School Diploma ceremonies (similar to the Distinguished Communicators Award)

GOAL 3. TRANSFORM: *Infuse Diversity into the LSU campus culture and establish a reputation of Inclusive Excellence, regionally, nationally and globally*

INITIATIVE:

a. Provide clearly stated goals, infrastructure and support to promote diversity at LSU on campus, in the region, nationally and globally

ACTION ITEMS:

- Develop and implement a strategic plan for the Office of Diversity
- Conduct a climate survey of the university and utilize the findings to inform our practice
- Create a brand identity and launch a marketing campaign for the Office of Diversity and its affiliated units
- Develop a communications and outreach strategy for the Office of Diversity, to include dynamic print materials (brochure, press releases and other collateral) and enhanced on-line presence (website, social media, newsletter, video content, etc.)
- Lead the university's efforts in diversity education for internal and external constituents by re-introducing the diversity lecture series and

introducing a diversity general education requirement and providing diversity trainings, inservices and workshops

- Provide exposure to diversity partners and programs for specific groups of students faculty and staff such as Facilities Services, Student Athletes and International Students
- Impact the University's efforts to retain and graduate underrepresented populations by implementing programs and services through the Office of Multicultural Affairs (OMA), The Black Male Leadership Initiative (BMLI) and the Women's Center (WC) (see addendum for 2015-2016 Action Items for OMA addendum 1.1, BMLI addendum 1.2 & WC addendum 1.3)
- Engage students in changing campus climate and culture through participation in student activities
- Provide support, leadership and direction for the NDAB and its sub-committees
- Develop a coalition of Academic Diversity Partners and define a clearly stated agenda for progress
- Participate in and advise the UCGE, DAT, The Group and Black Faculty and Staff Caucus
- Contribute to the regional, national and global conversations and activities as they pertain to diversity through membership in associations, presenting at professional conferences, publishing highlights and best practices and developing partnerships with organizations and minority serving institutions
- Produce the OoD Annual Report to provide updates on OoD initiatives and university progress and highlights as related to diversity

GOAL 4. SUSTAIN: *Increase Leadership and Support for the Advancement of Diversity Initiatives and Priorities at LSU*

INITIATIVE:

- a. Research and implement a dynamic advancement and fundraising infrastructure in the OoD**

ACTION ITEMS:

- Partner with the LSU Foundation, the Office of Institutional Advancement, TAF and the Alumni Association, to coordinate fundraising practices and principals as they pertain to engagement, identification, research, management, cultivation, solicitation and stewardship of prospects
- Partner with the LSU Foundation, the Office of Institutional Advancement, TAF, the Alumni Association and Colleges and Centers to collaborate on Donor “centric” interdisciplinary projects and “Big Idea’s as they pertain to impacting Diversity.
- Conduct research and rating sessions to develop a broad base of prospects from across the university, graduate and undergraduate alumni, parents and friends (newly identified, nevers and current givers)
- Conduct research and discovery sessions to develop a broad base of prospects external to the LSU community who have exhibited a philanthropic commitment to diversity and diversity initiatives
- Conduct research on best practices and peer benchmarking with regards to philanthropy and support of diverse populations
- Develop a prospect data base and segment into ratings (top 25 list, principal gifts, major gifts, planned gifts)
- Engage our Corporate and Foundation partners for support (financial support, internships, gifts-in-kind, matching opportunities, challenges, event support)
- Secure resources to add an administrator to manage development services
- Develop a comprehensive case for support for our fundraising priorities:
 1. Faculty Engagement and Support (Recruitment, Retention, Research)
 2. Student Scholarships (Access, Retention, Graduation)
 3. Student Life and Academic Support
 4. Special Initiatives
- b. Create and implement a Development Plan (Fundraising Strategy) for the Office of Diversity and enact fundraising activities to secure support for OoD (Development and Fundraising plan. *Separate plan*)**

ACTION ITEMS:

- Utilize the finance and fundraising sub committee of the NDAB to lead and promote the importance of philanthropy and support for the OoD and its priorities
- Research best practices and establish an Annual Fund Campaign to support the Diversity Programs Support Fund (unrestricted dollars to be used in support of one of the 4 fundraising priorities listed above)
- Establish an Emergency Funds program to be administered to supporting students at critical times
- Establish benchmarking and financial and non-financial goals for our fundraising priorities
- Introduce a signature event to increase revenue (impact financial and non-financial goals)