



Strategic Plan

Mission Statement

To honor the Washburn University commitment to respect, embrace, enhance and celebrate diversity at all levels of the University and surrounding communities through faculty, staff, student and administrative efforts and community partnerships. Washburn defines diversity broadly to encompass gender, race, ethnicity, socioeconomic class, sexual orientation, gender identity, disability, age, religion and national origin.

Goals and Methods

1. To increase understanding of diversity and its benefits across campus

- a. Promote and sustain a campus dialog with Diversity Matters events series (free films, educational seminars, storytelling events, etc.)
- b. Maintain and promote online WU Diversity Calendar and social-networking pages
- c. Coordinate and promote Tilford Conference on Diversity and Multiculturalism attendance and follow up with the university community on resulting insights and goals

2. To foster a welcoming campus climate that promotes and celebrates diversity

- a. Enhance and support departments, programs and student organizations (Safe Zone, Multicultural Affairs, etc.) that address diversity
- b. Establish relationships with faculty to encourage diversity-related curricular development

3. To attract and retain diverse students, faculty, staff and administrators

- a. Create Web presence for Diversity Initiative on official Washburn site
- b. Secure official statement on diversity from president and/or VPAA for use on Web and other resources

- c. Collaborate with off-campus groups (i.e. Leadership Empowerment And Development, or LEAD) and schools to bring diverse populations to campus as middle and high school students
 - d. Collaborate with admissions, Student Life, departmental search committees, etc., to assess and develop recruitment and retention strategies for diverse students, faculty, staff and administrators
 - e. Obtain TRIO¹ or similar grants to support and retain existing minority and/or first-generation students
 - f. Develop faculty-student and/or student-student mentor programs for minority and/or first-generation students
- 4. To build off-campus partnerships that address the educational needs and diversity challenges of the surrounding community**
- a. Partner with or promote campus events to interested organizations and entities (i.e. Brown v. Board National Historic Site, synagogues and mosques, MANA de Topeka, area chapters/units of NAACP, NOW, GLAAD, etc.)

Evaluation

1. Develop and maintain inventories of academic and student-service programs that deal with diversity
2. Gauge campus diversity climate via surveys, focus groups, etc., and modify action plans based on results
3. Work with Institutional Repository to track and record student, faculty and staff diversity over time

Outcomes

(i.e. increase rate of minority faculty to 20%)

TBD

¹ TRIO refers to federal programs funded under Title IV of the 1965 Higher Education Act. For more information see <http://www.ed.gov/about/offices/list/ope/trio/index.html>.