



## 2017-2022 Diversity and Inclusion Strategic Plan

### Hendrix College Diversity Statement

Hendrix College values a diverse learning environment enriched by the race, ethnicity, age, religion, sexual orientation, gender identity/expression, socioeconomic status, ability, culture, political philosophies, geographical backgrounds, and intellectual perspectives of its students, faculty, staff, and administrators. We believe diversity makes the whole richer, and that participating in a dynamically inclusive community provides a framework for successful leadership and engaged citizenship in the 21st century.

Inclusion is our name for an active and constructive engagement with diversity. Inclusion consists of developing and implementing programs and policies that 1) respect the dignity and civil rights of all persons, 2) help prevent prejudice and discrimination, 3) recruit and retain diverse students, faculty, and staff, 4) promote capacities for understanding diverse cultures, 5) cultivate capacities for generous listening, especially to those who might otherwise not be heard, 6) introduce the arts of dialogue across differences, and 7) afford opportunities for mutual transformation through multicultural cooperation, all with the aim of creating an atmosphere that is welcoming, hospitable, and true to the best of liberal arts education.

*Approved by the Hendrix Faculty in April 2016 and by the Hendrix Board of Trustees in October 2016.*



### Vision and Mission

The Office for Diversity and Inclusion (ODI) will assist with the fulfillment of Hendrix College's Diversity Statement by promoting an equitable, diverse community for its members. It will design and implement sustainable policies, initiatives, and programming to increase and maintain diversity and ensure inclusion among Hendrix's community of students, faculty, staff, administration, alumni, and Board of Trustees.

### Strategic Goals

*Access Strategic Goal:* Create successful pathways for underrepresented individuals to become members of the Hendrix community.

*Campus Culture Strategic Goal:* Promote efforts that create a more equitable, inclusive Hendrix community.

## Objectives, Objective Implementation Plans, and Metrics

**Access Strategic Goal:** *Create successful pathways for underrepresented (racial/ethnic, socioeconomic, and/or first-generation) individuals to become members of the Hendrix community.*

**Objective 1:** *By 2022, the ODI will successfully maintain and expand mutually beneficial partnerships and initiatives that foster campus diversity.*

### Implementation Plan

- Develop and implement a League of United Latin American Citizens (LULAC) and Aspire Scholarship Network partnership plan for annual implementation, including expansion strategies.
- Create and implement a plan for underrepresented (racial/ethnic) faculty recruitment.
- Collaborate with other administrators to review, and possibly enhance, hiring of underrepresented (racial/ethnic) administrators and staff through new initiatives.

### Metrics

- Partnership survey with satisfactory results.
- Number of partnerships and initiatives.
- Average populations of Pell-eligible, underrepresented minority, and first-generation college student populations that reflect our nation's diversity.
- Increase and/or maintain representation of underrepresented faculty, staff, and administrators within candidate search pools and within the faculty, staff, and administrator populations.

**Objective 2:** *By 2022, the ODI will have support mechanisms in place for the success of individuals who benefit from access to Hendrix due to diversity partnerships and initiatives.*

### Implementation Plan

- Develop and implement a plan for LULAC and Aspire Scholars programming.
- Create a Minority Faculty Network that will assist with supporting and mentoring minority faculty.
- Collaborate with faculty, administration, and the Board of Trustees Diversity Committee to obtain funding for student support programming related to engaged learning, research, and/or skills development.
- Develop a Minority Alumni Network that will work to connect minority alumni to the College, while serving as a mentoring umbrella for underrepresented students.
- Develop a minority staff affinity group.

### Metrics

- LULAC and Aspire Scholars retention and graduation rates above the rates for the populations they represent.
- Number of minority faculty with successful 2-yr, 4-yr, and tenure reviews.
- Number of funded opportunities provided to students, including number of grants submitted and awarded.
- Number of minority alumni engaged in programming.
- Retention and climate feedback of minority staff.



Picture Caption: Hendrix Minority Alumni Network February Planning Meeting

**Campus Culture Strategic Goal:** *Promote efforts that create a more equitable and inclusive Hendrix community.*

**Objective 1:** *By 2022, the ODI will increase campus-wide initiatives that foster the development of inclusive practices.*

#### Implementation Plan

- Identify and catalog all campus-wide diversity initiatives.
- Engage in efforts to establish a Center for Inclusive Community that will provide systematic programming and training, ensure continuity in initiatives, advise on campus policy, and facilitate curricular connections in the areas of multiculturalism and gender and sexuality.
- Collaborate with campus administrators, faculty, and staff to implement regular, systematic training for faculty, staff, and student leaders on diversity and inclusion.
- Conduct a comprehensive campus climate survey on a regular basis.
- Collaborate with the Provost's Office and faculty to develop sustainable curricular initiatives that promote diversity and/or inclusion.
- Develop a Climate Response Team that will convene to develop strategies in response to events or incidents that affect the College's inclusionary practices.

#### Metrics

- Progress on the Center's establishment.
- Number and effectiveness of trainings offered.
- Number of individuals participating in the trainings.
- Number of times the survey is conducted.
- Improvement in climate survey data.
- Number of diversity initiatives offered.

**Objective 2:** *Facilitate the development and awareness of campus policies and procedures that promote equity and inclusive practices.*

#### Implementation Plan

- Consistently review federal, state, and local laws and college policies regarding inclusion, equity, and accessibility to understand their implications for the College.
- Work with the Senior Leadership Team to develop new policies and/or improve current policies.
- Develop mechanisms to effectively communicate policies and procedures, including bias incident reporting.

#### Metrics

- Number and effectiveness of new policies and procedures created and enhanced.
- Improvement in climate survey data.



Picture Caption: Just Communities of Arkansas Diversity Training Retreat