

**Reflect and promote an appreciation of diversity in our classrooms and among our students, faculty and staff.**

**Objective 1: Promote an inclusive understanding and appreciation of diversity.**

**Strategy:** With the help of an active Diversity Committee, communicate our diversity-related values, objectives and initiatives across the College and to our alumni and friends. *(Communications, academic departments and programs)*

- *Promote our values in The Communicator and other College media venues*
- *Make enhancing diversity and inclusion a discussion item at faculty meetings*
- *Promote our Office of Diversity and Inclusion as a resource*

**Strategy:** Sponsor and promote efforts to enhance awareness and understanding among faculty, staff, and students. *(Diversity and Inclusion Office)*

- *Promote our activities and resources to faculty and staff members through visits to department meetings and emails*
- *Promote activities and resources to students through digital signage; social media venues; email, and in-person visits to classes and student organizations.*

**Strategy:** Use our assessment process to ensure that learning objectives around valuing and exploring our cultures (U.S. and international cultural competencies) are met across our programs. *(Academic departments)*

- *Ensure that academic programs are “closing the loop” in our assessment efforts around diversity and inclusion. Inform, educate and inspire academic leadership about these efforts.*

**Objective 2: Maintain a welcoming campus climate.**

**Strategy:** Help students from underrepresented populations thrive through advising, mentoring, student organizations, and events. *(D&I, Advising)*

- *Monitor retention and graduation rates*
- *Provide counseling and outreach through our D&I Office with the goal of helping students who may be struggling*
- *Provide co-curricular opportunities to students through coordinated efforts in D&I with college faculty and programs*

**Strategy:** Improve our service to University commissions promoting diversity. *(College)*

- *Encourage faculty and students to serve on commissions, as there is opportunity, and report their activity in the College.*

**Objective 3: Support and graduate a diverse student body.**

**Strategy:** Recruit a diverse student body using means such as campus visits and events, summer institutes, and programs such as SROP. *(D&I)*

- *Monitor student recruitment rates*
- *Effectively use scholarships, awards and other incentives to attract top students*
- *Open and maintain pipelines to strong undergraduate programs for graduate recruiting*
- *Participate in Penn State programs that enhance recruiting*
- *Deploy innovative use of video, chat, and social media in recruiting process.*

**Strategy:** Retain a student body among the most diverse among UP Colleges. *(D&I)*

- *Track student recruitment and retention rates*
- *Develop opportunities for achievers and strivers to be recognized and rewarded, early in their academic careers, at the College level.*
- *Connect the dean to top-performing URM students.*
- *Support and highlight student involvement in diverse student publications (i.e.: Underground, Sovereign Magazine)*

**Strategy:** Use College- and University-based funds to recruit top-tier students. *(Scholarships, D&I)*

- *Leverage Bunton-Waller funds to attract students*
- *Coordinate efforts within the College and with other University offices to provide competitive financial packages*

**Strategy:** Attain and maintain retention and graduation rates for minority students equivalent to the average for all students in the College. *(Advising, D&I)*

- *Track student retention and graduation rates*
- *Provide holistic advising through College and University resources*
- *Regularly reach out to students to remind them of resources for academic success, including College advising services*
- *Deploy funds to help students facing unexpected financial need so they can complete their degrees.*

**Objective 4: Recruit and retain a diverse workforce.**

**Strategy:** Improve racial and ethnic diversity among the faculty and staff. *(HR, departments and programs, deans' office)*

- *Use resources at the University to help with recruiting faculty and staff*
- *Consult with Affirmative Action on searches and seek venues for posting that will help draw a diverse pool*

- *Use HBCU partnerships and other programs to expand the network for faculty possibilities and to provide students with a more diverse classroom experience.*
- *Increase percentage of faculty and staff in student-facing positions in the College by 2020*

**Strategy:** Improve the representation of women on the full-time faculty. *(HR, departments and programs, deans' office)*

- *Consult with Affirmative Action on searches and seek venues for posting that will help draw a diverse pool*
- *Increase the percentage of women in academic departments where they represent less than 30 percent of the faculty or staff.*

**Strategy:** Ensure that our leadership team is diverse and prioritizes our diversity-related goals. *(Deans' office)*