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**Division of Institutional Diversity**  
*Building Traditions of Diversity, Excellence and Inclusion*

**Strategic Plan  
2008-2013**

## **CLEVELAND STATE UNIVERSITY**

**MISSION:** Our mission is to encourage excellence, **diversity**, and engaged learning by providing a contemporary and accessible education in the arts, sciences, humanities and professions, and by conducting research, scholarship, and creative activity across these branches of knowledge. We endeavor to serve **and engage** the public and prepare our students to lead productive, responsible and satisfying lives in the region and global society.

**VISION:** We will be recognized as a student-focused center of scholarly excellence that provides an accessible, **engaged** and exceptional education to all. We will be a place of opportunity for those who seek truth, strive toward excellence and seek a better life for themselves and for their fellow citizens. As a leader in innovative collaboration — both internally and externally — with business, industry, government, educational institutions and the community, the University will be a critical force in the region's economic development. We will be at the forefront of moral, ethical, social, artistic and economic leadership for the future and embrace the vitality that comes with risk. We will be the strongest public university in the region and be known for our scholarship **and diversity** in service to students and to our community.

### **DIVISION OF INSTITUTIONAL DIVERSITY**

**MISSION:** To advance a culturally and intellectually rich campus for diversity, support the educational success and personal development of diverse students, and promote positive race and community relations.

#### **GOALS**

1. To advance institutional access, excellence and diversity.
2. To improve the retention, achievement and timely graduation of diverse students.
3. To enrich the campus climate for diversity.
4. To foster cultural competence across the campus community.
5. To enrich the urban community environment through outreach and service to and collaboration with diverse communities.

#### **CORE VALUES**

##### **We are committed to:**

- Putting diversity and open mindedness at the center of all we do.
- Making a priority of the urban mission and goals of the University.
- Working collaboratively both as a team and with external partners.
- Supporting intellectual professional growth and development

## **GOAL 1: Advance institutional access, excellence and diversity**

- Strategy A:** Develop and monitor a university-wide diversity plan
- Strategy B:** Assist in the recruitment and retention of diverse faculty and staff
- Strategy C:** Support diversity research and scholarly priorities
- Strategy D:** Develop a four year strategic plan for the Division of Institutional Diversity
- Strategy E:** Identify and share best practices related to diversity and inclusion
- Strategy F:** Enhance marketing and public relations to promote university programs related to diversity

## **GOAL 2: Improve the retention, achievement and timely graduation of diverse students**

- Strategy A:** Incorporate national and institutional best practices for retention, achievement and graduation in ODAMA programs
- Strategy B:** Develop and implement a retention outreach plan for students of color
- Strategy C:** Foster understanding of issues related to academic excellence, retention and success of diverse students at CSU
- Strategy D:** Engage AHANA and STARS students in leadership programs and opportunities
- Strategy E:** Maximize engagement of students of color

## **GOAL 3: Enrich the campus climate for diversity**

- Strategy A:** Provide opportunities for the social and cultural development of all students
- Strategy B:** Develop human and fiscal resources for diversity related programming, research, and service
- Strategy C:** Conduct, analyze and distribute results and recommendations of the climate survey of faculty, staff and students every four years
- Strategy D:** Develop communication protocol and tracking for resolution of complaints and consideration of diversity related incidents for identification of trends and patterns

## **GOAL 4: Foster cultural competence across the campus community**

- Strategy A:** Expand diversity training and diversity education opportunities across faculty, staff and students
- Strategy B:** Increase accessibility to diversity related materials and educational tools

## **GOAL 5: Enrich the urban community environment through outreach and service to and collaboration with diverse communities**

- Strategy A:** Develop collaborations with community organizations and agencies that foster diversity and benefit the urban community
- Strategy B:** Develop and implement a diversity news and information distribution plan
- Strategy C:** Cultivate community relationships that will help develop a positive CSU image and collaborations in diverse communities