

CU Boulder's Inclusion, Diversity and Excellence in Academics (IDEA) Plan

3 KEY GOALS

for Inclusion, Diversity and Excellence in Academics

1

Climate

Create a richly diverse, inclusive, and equitable learning and working environment.

2

Infrastructure

Empower individuals and university entities to enact transformational diversity and inclusive excellence work.

3

Leadership

Create a permanent focus on diversity and inclusive excellence among campus leaders at all levels.

Together we CLIMB:

1

Cultivate success for students

2

Learn and lead inclusive hiring

3

Increase incentives and financial resources

4

Move accountability to core operations

5

Build capacity for implementation

DRAFT STRATEGIC DIVERSITY PLAN 2018–19

EXECUTIVE SUMMARY

CU Boulder has engaged in a decadeslong challenge to create a welcoming, just and inclusive campus community. It has undertaken visionary work to reimagine the campus through initiatives such as Academic Futures and Foundations of Excellence (and other transformative initiatives). The direction put forward by its strategic imperatives urgently requires that the university unify and extend its diversity, equity and inclusive excellence efforts through a working and evolving blueprint: the Inclusion, Diversity and Excellence in Academics (IDEA) Plan.

The charge, the community and the planning process

The plan seeks to serve CU Boulder community members: students, faculty and staff. Its success will also be experienced by alumni; members of diverse communities in Colorado and across the nation; stakeholders; supporters; and all those who benefit from the university's success. The plan was created by a committee that is representative of the diverse community and drawn from the ranks of students, faculty, staff and administrators, and chaired by a senior faculty member and the campus's deputy HR officer. It convened during the spring and summer of 2018, reviewed data, heard presentations from initiative leaders, discussed a range of difficult issues honestly and directly, and arrived at the working plan collectively.

The goals of the plan

Three main goals drive the Inclusion, Diversity and Excellence in Academics (IDEA) Plan.

- 1 The first is to create a richly diverse, inclusive and equitable learning and working **climate** based on a central institutional commitment. This is achieved by enrolling, hiring and retaining diverse faculty, staff and students reflective of the state of Colorado, the nation and the global community from which the university draws its students; and by working to change the cultures of teaching, research, scholarship, learning and service to incorporate a wider understanding of individual and community identities, experiences and pathways to success.
- 2 The second is to create a continuously improving **infrastructure** that empowers individuals and units to devise and implement inclusive excellence plans that support work and personal/professional growth. These infrastructure elements include policies, systems, professional development activities, organizational learning, data and accountability structures.
- 3 The third is to create a permanent focus on diversity, equity and inclusive excellence as a shared priority among central and distributed executive campus **leadership**, including the development of a layered understanding of how to evaluate progress, success and ongoing challenges.

Together we CLIMB

The Inclusion, Diversity and Excellence in Academics (IDEA) Plan seeks to achieve its three main goals through a series of strategies and recommendations occurring within five key areas:

- 1 Cultivate success for a diverse undergraduate/graduate student body with new financial resources and programming.
- 2 Learn and lead effective efforts to attract and retain a diverse faculty and staff.
- 3 Increase financial resources and incentives to undertake diversity and inclusion work.
- 4 Move accountability for diversity and inclusion from the periphery to the core of the institution.
- 5 Build institutional infrastructures and human capacity to implement the plan.

Join us in advancing the CLIMB to institutional distinction in diversity, inclusion and academic excellence through actions that will touch the campus's main communities (students, faculty and staff) and seek to transform the key experiences fundamental to the university: learning, teaching, and engaging in the work that supports both activities.

Next steps

Join the Office of Diversity, Equity and Community Engagement (ODECE) in discussing the details of the plan during eight town hall sessions. More information and the full text of the working plan are available at colorado.edu/odece/diversity-plan.