



**University Diversity Committee (UDC)
Initiatives
2006 – 2009**

Diversity of Students

Initiative	Leader/Highly Involved	Action Plan
<p>1. Continue to enhance the flow of diverse students through recruitment, orientation, mentoring, and retention.</p>	<p>Diversity Center Admission Ramstad Commons Orientation</p>	<ul style="list-style-type: none"> • Students of Color Calling Campaign (Sp 06 - Ongoing) • Students of Color / International Student Orientation: <ul style="list-style-type: none"> ➤ Assessing On the Road Trips to engage students of color and international students; followed by reception where they can meet key people, clubs, and organizations on campus (Sp 08) • Cultural Club: work closely with ASPLU Diversity Director to help rejuvenate The Diversity Coalition (Ongoing) • Mentoring program for Washington Achievers: <ul style="list-style-type: none"> ➤ cross section of staff and faculty ➤ one-on-one mentoring ➤ two-year commitment (Sp 07 - Ongoing) • Outreach for multicultural recruiting (Homecoming Fa 07 / Ongoing Recruiting) • Evaluate and revise as needed multicultural recruitment plan (drafted 2007-2010) • MESA - partnership w/ Office of Admission, ETS/Trio - SAT prep (Sp 08) • Act Six - seven students recruited for 2008 • April Showers (April 2007 & 2008 - Ongoing) • Student of Color Retreat (Fa 04 - Ongoing)
<p>2. Student of color retention.</p>	<p>Student Success & Retention Task Force FYE Erin Dana</p>	<ul style="list-style-type: none"> • Give UDC data to Student Success and Retention Task Force with accompanying suggested possible strategies (Sept. 07 - Completed) • Student Success and Retention Task Force (Sp 08 - Continuing)
<p>3. Create opportunities for students of color to process PLU experience.</p>	<p>Diversity Center Counseling Center</p>	<ul style="list-style-type: none"> • Explore possibility of conversation groups.

Diversity of Faculty and Staff

Initiative	Leader/Highly Involved	Action Plan
1. Faculty diversity in classroom.	Provost Center for Teaching and Learning	<ul style="list-style-type: none"> • Dinner and Conversation with Faculty of Color (Sept. 2007)
2. Develop <i>Train the Trainers</i> Program for Diversity.	Provost Human Resources Student Life	<ul style="list-style-type: none"> • Sent several members to summer intercultural workshop in Portland (Su 07) • Commitment to sessions in divisions • Diversity on campus workshops and consultation resources
3. Increase visibility of PLU as a diverse employer.	Human Resources	<ul style="list-style-type: none"> • Publicity / Advertising • Membership on boards / community presence • Community connections

Education and Programming

Initiative	Leader/Highly Involved	Action Plan
1. Design and deliver diversity related workshops for students.	Diversity Center Student Involvement & Leadership Women's Center Volunteer Center	<ul style="list-style-type: none"> • Create student Peer Intercultural Trainers (Academic year 2008-2009)
2. Encourage the continued growth of the Rieke Leadership Award.	Diversity Center Seattle University Intern	<ul style="list-style-type: none"> • Developed and implemented Rieke Leadership Curriculum. The curriculum helps to structure time spent in the Diversity Center to maximize the experience for the scholars, as well as aid PLU in its diversity commitments and efforts. (Fa 07) <ul style="list-style-type: none"> ➤ Connecting with the Rieke family ➤ Coordinating semester "Rieke Projects" ➤ Trips, movies, workshops focused on enhancing leadership skills and exploring individual diversity and diversity at PLU ➤ Greater emphasis on volunteer hours in the Diversity Center

3. Diversity in campus programming/ speakers.	Diversity Center Student Involvement & Leadership Women's Center Residential Life School of Arts and Communication ASPLU	<ul style="list-style-type: none"> • Chapel Speakers (Angie in Sept. 2007) • Lectures (Privilege Series 2007- Diversity Center) (Ongoing) • Calendar system (Completed) • School of Arts and Communication programming (Ongoing) • Link Diversity Week to classes (2008-09)
4. Explore the possibility of a broad university professional development program regarding diversity.	Human Resources Provost Center for Teaching and Learning	<ul style="list-style-type: none"> • Look for on-line resources • Enhance as needed - ongoing diversity-training program • Welcoming Diversity Workshops for faculty and staff (Sept. 2007)
5. Diversity in curriculum - <ul style="list-style-type: none"> • Assess how alternative perspectives and cross-cultural classes are meeting learning objectives. 	Provost Office	<ul style="list-style-type: none"> •
6. Study Away - <ul style="list-style-type: none"> • Uplift pre & post reflection on study away experience. 	Wang Center Provost Office	<ul style="list-style-type: none"> • Increase participation in Returner reflection groups • Possibly link to global scholars
7. Uplift for students - <ul style="list-style-type: none"> • Increase student ability to articulate "why diversity matters." 	Student Employment Career Development	<ul style="list-style-type: none"> • Campus employers • Career counseling / resumes • PSYC 113

Campus Climate

Initiative	Leader/Highly Involved	Action Plan
1. Enhance and support the PLU experience for international students.	Diversity Center International Student Programs Student Involvement & Leadership	<ul style="list-style-type: none"> • Survey to international students to assess needs (Sp 08) • Created a Diversity Advocate position that works solely with international student programming and initiatives (Sp 07) • Established an International Student Organization (Fa 07) • New Assistant Director of International Student Services (Su 08) • New web page (Su 08)

2. Connect with Embassy Student Program.	Diversity Center International Student Programs	<ul style="list-style-type: none"> • Continue work with English Conversations • Connecting Embassy students with PLU international students, possibly from the same countries • New space in University Center (Su 08) • New Assistant Director of International Student Services (Su 08)
3. Infuse diversity/social justice issues into the Residential Life Experience.	Diversity Center Residential Life	<ul style="list-style-type: none"> • Theme Living Community for 2008-09: <ul style="list-style-type: none"> ➤ Researched successful formats for themed living communities-themes (Fa 07) ➤ Application process (Sp 08) ➤ Programs and services offered by the community (Ongoing) ➤ Planned hall space (Su 07)
4. Explore the climate of LGBT issues on campus.	Provost Diversity Center Student Involvement & Leadership	<ul style="list-style-type: none"> • Planning focus groups to be held with students, staff and faculty (Fa 08).
5. Enhance and support the PLU experience for first generation students.	Diversity Center Student Involvement & Leadership Erin Dana Student Success & Retention Task Force	<ul style="list-style-type: none"> • Explore links of first generation faculty/staff with students
6. Enhance and support the PLU experience for transfer students.	Student Involvement & Leadership	<ul style="list-style-type: none"> • Explore links with faculty/staff who had transfer experience in college • Advance transfer peer buddies program