



## Goal

*The University of Nebraska is globally recognized for achieving excellence by building and sustaining a culture committed to access, equity, and inclusion. Everyone is empowered and enriched by our diversity and everyone belongs. In this culture, we succeed together by actively engaging in the following:*

- **Messaging:** Embed our resolute emphasis on excellence in diversity and inclusion within all campus communications, including public postings, job descriptions & offers, mission statements, syllabi, evaluations, social media platforms, & buildings.
- **Modeling:** Provide everyone at UNL with meaningful and ongoing opportunities to develop and grow, personally and professionally, in a culture focused on inclusive excellence.
- **Mentoring:** Inspire and empower everyone to create and sustain pathways and networks that enable everyone to belong, interact, and thrive.
- **Motivating:** Reward programs, units, and individuals for their success in moving us towards our goals.
- **Managing:** Encourage individuals, programs, and units to cooperate in interdisciplinary activities that foster inclusion, innovation, and increase global prestige of the University of Nebraska's inclusive approaches for solving state, national, and global problems.
- **Measuring:** Continuously monitor and assess progress towards our goals.



## Defining Diversity, Equity, and Inclusion at the University of Nebraska

**Diversity** includes all the ways in which people differ, encompassing the characteristics that make one individual or group different from another. Such differences include race, ethnicity, gender, age, country of origin, religion, disability, sexual orientation, veteran status, socioeconomic status, education, marital status, gender identity, language, physical appearance, and life experiences. This definition also includes diversity of thought, including ideas, perspectives, values, and political affiliations.

**Inclusion:** the act of proactively creating environments in which any individual or group is welcomed, respected, supported, and valued to fully participate. An inclusive environment embraces differences, respects all people, and recognizes and addresses systemic inequities which, if unaddressed, can create disadvantages for certain individuals.

**Equity:** the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent full participation of some groups.

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment. (Nondiscrimination Notice, Institutional Equity and Compliance)

We are the flagship and land-grant university for Nebraska, and diversity and inclusion are central to our mission and pursuit of excellence. Each person has something to gain from and offer to our community of learning, discovery and outreach. All are welcome here. (diversity website)



## Strategy 1 and Action Steps

### **1. The University of Nebraska substantially increases the recruitment, retention, and success of globally diverse students, staff, and faculty members.**

- Communicate strategies & develop standard inclusive recruitment tool kits.
- Increase retention and graduation rates for all student populations.
- Maintain and promote dual career assistance for diverse hires.
- Develop institutional, national and international partnerships with faculty, staff, and students to foster networking, collaboration, and understanding of diverse cultures.
- Expand bridge and pipeline programs to prepare and recruit underrepresented students.
- Create cohort-based mentoring programs and groups that meet regularly to support students' success.
- Make cluster hires in D&I areas to expand faculty expertise and community networks.
- Put in place competitive compensation structures to promote equity for faculty & staff.



## Strategy 2 and Action Steps

### **2. The University of Nebraska ensures that all students engage in a meaningful experience around diversity and inclusion before graduation.**

- Increase structured student participation in D&I experiences.
- Fund student participation in global and civic engagement
- Support and incentivize faculty and colleges to engage in cross-disciplinary and cross-institutional collaborations that support D&I in teaching and research.
- Map university curriculum and identify where units can enhance or embed meaningful engagement opportunities.
- Incentivize creating multi-semester/year cross-disciplinary curricular and co-curricular experiences that foster D&I for ACE outcomes, Learning Communities, etc.
- Fund students to pursue research in all disciplines focused on diversity and inclusion.



## Strategy 3 & Action Steps

### **3. The University of Nebraska ensures and sustains a climate conducive to diversity and inclusion for all its community members.**

- Require training for faculty and staff on issues of diversity, inclusion, and belonging before participating in ANY decision-making processes (hiring, P&T, annual evals, etc.).
- Create and expand programs that mentor and model clear paths for success and career growth (e.g. Leadership Academy).
- Embed D&I criteria in annual evaluations and P&T processes.
- Require all colleges and auxiliary units to have diversity councils with leaders who are accountable and who report regularly to the VCDI.
- Create cross-disciplinary affinity groups to encourage networking & mentoring.
- Incorporate ongoing opportunities for faculty, staff, and students to build relationships with globally diverse populations.



## Strategy 4 and Action Steps

### **4. The University of Nebraska promotes research and practice around issues of diversity and inclusion that provides expertise to institutions and communities on inclusive approaches for solving local, state, national, and global problems.**

- Support and showcase university engagement in initiatives, conferences, and grant opportunities (e.g. AAC&U Truth, Racial Healing, and Transformation Project, Major University Presenters Diversity Symposia, etc.)
- Sponsor and incentivize think-tanks and partnerships for D&I research across the university and with regional, national and international partners.
- Establish a Center on Innovation through Diversity and Inclusion.



# Key Indicators for Measuring Achievement

## Strategy 1: Recruiting, Retaining Successful Students, Faculty, and Staff

- Close the equity retention and graduation gaps across all undergraduate populations.
- Increase student graduation rates to 80% for six year rates and maintain or exceed parity with our Big Ten peers.
- Recruit, retain, and promote diverse faculty, faculty, and students in percentages that reflect or exceed national demographic trends.
- Place every first-year student into a mentoring program or group that meets regularly to provide resources and support their academic success.
- Benchmark market value compensation for faculty and staff and assess progress every 3-5 years.
- Hold administrative leaders accountable for implementing measures that recruit and retain diverse faculty, staff, and students.



# Key Indicators for Measuring Achievement

## Strategy 2: All students engage in a meaningful D&I experience

- Track students' D&I experiences through colleges as a requirement for graduation.
- Expand Husker Dialogues by building college-based follow-up programs and activities that push student exploration more deeply around D&I issues.
- Create core mentoring groups (24-30 students) that remain together over students' career and which have developmentally appropriate, standard goals for D&I engagement, culminating in civic/service projects and/or capstones in the senior year.
- Utilize pre and post student surveys to measure students' engagement with and understanding of D&I issues.
- Annually recognize units and RSOs which provide meaningful D&I experiences for students.



### Strategy 3 Ensuring a Conducive Climate for Diversity and Inclusion

- Receive national and international awards for being an inclusive campus (Best for Vets, HEED, Association Diversity Officers, etc.).
- Increase student engagement on D&I outcomes on the National Survey of Student Engagement to meet or exceed peer group.
- Assess D&I climate in all units on a 3-5 year interval using an appropriate instrument (e.g. Halualani).
- Achieve overall high satisfaction rates for faculty, staff, and students on annual campus climate survey.
- Monitor faculty and staff participation in D&I training.
- Monitor faculty and staff participation in cross-disciplinary affinity groups.
- Increase and evaluate use of resources for D&I efforts (personnel, operating,).



## Key Indicators for Measuring Achievement

### **Strategy 4 Promote D&I Research to solve local, national and global problems**

- Establish a reward system that demonstrates the university's commitment to D&I research.
- Develop and host an annual nationwide conference to disseminate D&I research.
- Create a Center of Diversity and Inclusion to coordinate D&I efforts.