PRE-K–GRADUATE/PROFESSIONAL SCHOOL PIPELINE
Create a successful pathway for first generation and underrepresented students as they progress from pre-K through graduate and professional school.

OBJECTIVE 1: DDCE will have alignment of services among the division’s pre-college and college units.

OBJECTIVE 2: DDCE will solidify a pipeline to continuously serve eligible students within the division’s full continuum of pre-college and college success programs and opportunities.

OBJECTIVE 3: DDCE will increase the retention rate of eligible students who participate in the division’s pipeline programs, with an emphasis on matriculation to and enrollment at The University of Texas at Austin.

2011–12 Priorities
• Create a workgroup, the DDCE Pipeline Council, to identify and align all pre-college and college units in the division.
• Leverage support across programs and manage overlap/duplication of services through partnerships that include but are not limited to Office of Admissions, Sanger Learning Center, UT Counseling and Mental Health Center, College of Natural Sciences, and participating school districts.
• Create an annual pipeline day-long retreat to design the alignment process for all pre-college and college units in the division.*
• Create criteria to establish benchmarks for alignment.
• Engage pre-college and college unit staff with student participants and appropriate school partners on a consistent basis.
• Provide university campus opportunities to encourage first generation/underrepresented students’ matriculation through higher education.

*Denotes multi-year priority activity

RESEARCH
Serve as a national model for the creation of knowledge about and best practices for diversity and community engagement through innovative scholarship, teaching, policy development, programs, and services.

OBJECTIVE 1: There will be an increase in research-related activities across all DDCE units and departments.

OBJECTIVE 2: Each DDCE unit/program will increase the sharing of research-related knowledge both internally and externally.

2011–12 Priorities
• Appoint one-year planning committee consisting of DDCE faculty and staff who have expertise in research, methodologies, policy, scholarship, instructional design, and programming that collects existing data regarding innovative scholarship, teaching, policy development, programs, and services (“research”).*
• Articulate functions of a sustainable Research Committee to support division-wide research efforts.

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For More Information
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Visit the DDCE online at: www.utexas.edu/diversity
Mission
The Division of Diversity and Community Engagement advances socially just learning and working environments that foster a culture of excellence through diverse people, ideas, and perspectives. We engage in dynamic community-university partnerships designed to transform our lives.

Vision
The Division of Diversity and Community Engagement, as a national model, will strengthen the university’s academic and engagement mission by fostering a culture of excellence and social justice for the success of students, faculty, staff, alumni, and the community.

Value Statements
Diversity: Demonstrating respect for all individuals and valuing each perspective and experience.
Community Engagement: Learning and working collaboratively with community members and organizations to achieve positive change.
Inclusion: Breaking down barriers to meaningful participation and fostering a sense of belonging.
Integrity: Setting high standards of professional ethics and being consistent in principles, expectations, and actions.
Leadership: Guiding and inspiring people and organizations toward excellence.
Partnerships: Cultivating mutually beneficial internal and external relationships built upon trust, cooperation, and shared responsibility.
Social Justice: Challenging injustice and working toward an equitable society in which all enjoy equal rights and opportunities.

Dr. Gregory J. Vincent
Vice President for Diversity and Community Engagement

“We have reached an historic milestone by completing our division’s first-ever strategic plan. This process has been deliberate and inclusive, spanning nearly two years since its initial conception, and has laid a strong foundation for the efforts and priorities of the division for the next five years and beyond.”

An Inclusive and Deliberate Process

- 23 months of strategic planning process
- 25 Planning Team meetings
- 44 staff served on cross-division strategic planning teams
- 57% divisional participation in values survey
- 64 pages of data from horizon scan
- 40 staff participants in five focus groups
- 23 external stakeholder interviews conducted
- 75 Visioning Summit attendees
- 5 division-wide feedback surveys at key points

By the Numbers

Strategic Goals

- CAMPUS CULTURE
- COMMUNITY ENGAGEMENT
- PRE-K–GRADUATE/PROFESSIONAL SCHOOL PIPELINE
- RESEARCH

CAMPUS CULTURE
Advance efforts to create an inclusive, accessible, and welcoming culture on campus.

OBJECTIVE 1: DDCE will have increased workforce and student body access to knowledge of and appreciation for the intention, purpose and reason for implementing current laws and policies regarding inclusion, equity, and accessibility.

OBJECTIVE 2: DDCE will have increased diversity initiatives across campus that promote an inclusive, accessible and welcoming culture at UT.

2011–12 Priorities

- Review federal, state and local laws and university policies that establish the university’s responsibilities regarding inclusion, equity and accessibility so as to understand the spirit and intent of these laws and policies.
- Implement a comprehensive campus climate assessment system to regularly evaluate the climate at UT Austin as experienced by all sectors (including but not limited to, people of color, women, LGBT communities, people with disabilities, and people from disadvantaged socio-economic status, working families and non-traditional students) of the campus community.*
- Engage a campus-wide committee in the development, implementation, and evaluation of a comprehensive plan that advances university-wide diversity initiatives.*
- Utilize Campus Climate Response Team as a mechanism that develops, tracks and implements responses to campus climate incidents that impact the UT Austin community and promotes the importance of a more inclusive, accessible and welcoming community (i.e. cultivating a zero-tolerance for bias culture at UT).

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COMMUNITY ENGAGEMENT
Cultivate mutually beneficial community-university partnerships that further the mission of the university to serve Texas and beyond with an emphasis on historically and currently underserved communities.

OBJECTIVE 1: DDCE will be the major portal of information for campus-wide community engagement initiatives.

OBJECTIVE 2: DDCE will strengthen and increase the number and scope of mutually enriching community-university partnerships that provide opportunities for connections between the intellectual resources of the university and the priorities of the community.

OBJECTIVE 3: DDCE will have a comprehensive community relations program.

2011–12 Priorities

- Convene workgroup to continue the efforts initiated with the launch of the community engagement web portal.
- Develop relationship management system in which information collected from university colleges, schools, and units (including, but not limited to, community engagement initiative information, staff contact for initiative, geographic area or population served, number of community members served) is housed.
- Convene a Community Engagement Taskforce, including representatives from each DDCE unit, to define, inventory, and expand community and university partnerships.
- Establish guidelines for partnership evaluation and stewardship system that is best able to measure the effectiveness or mutual benefit of the partnership as well as the roles of individual units in each partnership.
- Reaffirm university commitment to repairing fragmented relationships with historically and currently underserved communities.*
- Administer questionnaire to community partners and other community members to assess current sentiment about the university.
- Seek recommendations from the DDCE Austin Community Advisory Council on ways to improve community access to university resources and assess perceived barriers to access.

(Continued on back)
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**Strategic Goals**
- **Campus Culture**
- **Community Engagement**
- **Pre-K–Graduate/Professional School Pipeline**
- **Research**

**Strategic Goals: Campus Culture**
- **Objective 1:** DDCE will have increased diversity initiatives across campus that advance university-wide diversity initiatives.
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