Strategic Plan
2011–2016

2013-2014 PROGRESS REPORT
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.

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"As we reach the mid-way point of implementing the first DDCE strategic plan, it is appropriate to reflect on what we have accomplished together and the ambitious plans we have laid out through 2016. The plan has become a central element in guiding our work each day within the division."

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

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**Year 2 Highlights: BY THE NUMBERS**

- **4** DDCE units developed pilot working research and best practice agendas
- **800** Deferred Action for Childhood Arrival cases supported free community law clinics in partnership with the School of Law Pro Bono Program
- **10** focus groups conducted with students, faculty, and staff in the College of Fine Arts in support of the diversity planning process
- **89** activities/events hosted for pipeline program school partners
- **94** reports of bias incidents filed with the Campus Climate Response Team
- **25** signature and special community events hosted by DDCE and attended by 4,000+ community members
- **97%** of students in pre-college units were retained through program completion
- **3** goals, **7** objectives, and **49** proposals developed with College of Fine Arts Diversity Committee as part of the university’s pilot diversity planning process
- **$639,000** raised during the Hearts of Texas Charitable Campaign for more than 500 local and national nonprofit organizations
- **100%** of students in pre-college units who enrolled at UT will be served by college units within the division
- **24** on-campus departments link directly to the Campus Climate Response Team website
- **92** UT events/activities hosted for pipeline program student participants
CAMPUS CULTURE STRATEGIC GOAL

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

2012–13 Highlighted Accomplishments

• Partnered with the College of Fine Arts Diversity Committee to develop a comprehensive diversity plan for the college including goals, objectives, and implementation proposals.

• Conducted 10 focus groups with College of Fine Arts students, faculty, and staff and 16 stakeholder interviews in support of the diversity planning process.

• Gathered data on campus climate, including information from the Graduate School Climate Study and Student Experience in the Research University survey, to support the diversity planning process with the College of Fine Arts.

• Completed promotional rollout of Campus Climate Response Team and bias incident reporting process to the university community, resulting in 94 incident reports filed with CCRT.

• Compiled trend data on bias incidents reported to the Campus Climate Response Team during first academic year of operation.

• Implemented ongoing educational component at Campus Climate Response Team meetings.

• Strengthened partnership between Campus Climate Response Team and the Diversity and Equity Student Advisory and Action Council by hosting a joint meeting and seeking ongoing student feedback.

• Initiated review of social justice educational opportunities provided within the division.

• Initiated review of best practices employed at other universities to create an appreciation for the spirit and intent of laws and policies related to diversity, inclusion, and accessibility.

2013–14 Highlighted Priorities

• Establish a Campus Culture Council to coordinate efforts and oversee implementation of the Campus Culture goal.

• Review best practices employed by other universities to promote a culture of compliance and inclusion.*

• Provide educational opportunities that convey the intention behind laws and policies related to diversity, inclusion, and accessibility.*

• Implement a campus-wide climate assessment system.*

• Complete the pilot diversity planning study with the College of Fine Arts Diversity Committee and begin implementation phase.

• Identify an additional college, school, or administrative unit to partner with on diversity planning.*

• Inventory educational opportunities that promote social justice.*

• Create workgroup to evaluate current cross-community building opportunities and consider creation of additional programs.*

*Denotes multi-year priority activity
COMMUNITY ENGAGEMENT STRATEGIC GOAL

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.

2012–13 Highlighted Accomplishments

• Prepared for further development of web portal by gaining university-wide support for updated portal and its supporting mechanisms through discussions with key University Communications staff and campus-wide content providers.

• Created division-wide partnering guidelines and reviewed process that includes a print and online application to be used by potential community organizations requesting affiliation with or support from the division for community engagement related partnerships.

• Utilized insight gained in creation of above process to begin developing a community engagement plan for future initiatives and partnerships.

• Continued reaffirmation of university commitment to repairing fragmented relationships with historically and currently underserved communities through division-wide community initiatives, programs, organization leadership positions, and communications platforms.

• Sought recommendations from the DDCE Austin Community Advisory Council on ways to improve community access to university resources and assess perceived barriers to access.

• Incorporated above feedback in the development of an action plan for making university resources more accessible to the community.

2013–14 Highlighted Priorities

• Develop relationship management system in which community engagement information collected from university colleges, schools, and units is housed.*

• Develop protocol for ongoing transfer of information from relationship management system to community engagement portal site.

• Prepare for further development of web portal by gaining university-wide support for updated portal and its supporting mechanisms through discussions with key University Communications staff and campus-wide content providers.*

• Convene a Community Engagement Taskforce to redefine, inventory, and expand community and university partnerships in collaboration with key university administrative units.

• Create division-wide partnering guidelines and review process that includes a print and online application to be used by potential community organizations requesting affiliation with or support from the division for community engagement related partnerships.*

• Utilize insight gained in creation of above process to develop a community engagement plan for future initiatives and partnerships.

• Continue reaffirmation of university commitment to repairing fragmented relationships with historically and currently underserved communities through division-wide community initiatives, programs, organization leadership positions, and communications platforms.*

• Seek recommendations from the DDCE Austin Community Advisory Council on ways to improve community access to university resources and assess perceived barriers to access.*

*Denotes multi-year priority activity
EDUCATION PIPELINE STRATEGIC GOAL
Create a successful pathway for first-generation and underrepresented students as they progress from pre-K through graduate and professional school.

2012–13 Highlighted Accomplishments
- 66% of eligible DDCE program participants successfully completed and submitted an appropriate program application with the pipeline (exceeding standard of 50%).
- 67% of eligible DDCE students matriculated into subsequent pre-college units within the division (exceeding standard of 25%).
- 100% of students in pre-college units who enrolled at UT will be served by college units within the division (exceeding standard of 25%).
- 97% of students in the division’s pre-college units were retained through program completion (exceeding standard of 80%).
- 54% of eligible students in appropriately aligned pre-college units were retained in the division’s pipeline through college unit enrollment (exceeding standard of 25%).
- Launched an annual meeting with campus partners to discuss recruitment, services, and resource sharing to leverage support across programs and manage duplication of services.
- Launched an annual meeting to discuss benchmark alignment across all pre-college and college units in the division.
- Developed and initiated a coordinated recruitment plan through the DDCE Pipeline Council, based on the capacity of the division’s pre-college and college units.
- Hosted 92 UT campus events/activities for student participants in pipeline programs.
- Engaged pre-college and college unit staff with student participants and appropriate school partners on a consistent basis through 89 unit/program events and activities.
- Examined academic curriculum within and across the pipeline programs to assess overall curriculum alignment.
- Hosted a DDCE Pipeline Appreciation Reception for UT campus and community partners.

2013–14 Highlighted Priorities
- Leverage support across programs and manage overlap/duplication of services through partnerships.
- Expand the middle school component to bridge the existing gap between elementary and secondary pre-college units in the division.
- Create or purchase an automatic admission and tracking system for eligible students to matriculate through pre-college and college units.
- Develop a coordinated retention plan through the DDCE Pipeline Council.
- Establish benchmarks for alignment across all pre-college and college units in the division during the annual Pipeline Retreat.
- Continue engaging pre-college and college unit staff with student participants and appropriate school partners on a consistent basis through unit/program events and activities. *
- Continue providing university campus opportunities to encourage first-generation/underrepresented students’ matriculation through higher education. *

*Denotes multi-year priority activity
RESEARCH & BEST PRACTICES STRATEGIC GOAL
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.

2012–13 Highlighted Accomplishments

• Developed a pilot study to create DDCE unit working research agendas, which is a streamlined individualized plan that clearly articulates the research and best practices goals of a unit. Four DDCE units are participating in the pilot study.

• Provided opportunities for staff to expand their knowledge about research, methodologies, and tools through consultations and professional development with DDCE research experts.

• Developed and launched the Research and Best Practices website, including a form for DDCE units to submit their research and publication accomplishments and requests for research assistance.

• Developed a DDCE Experts List which includes a listing of faculty experts and seasoned practitioners who can speak with expertise on topics related to diversity and community engagement.

2013–14 Highlighted Priorities

• Continue to pilot the process and template for DDCE unit-level working research agendas in line with the strategic goal for DDCE units to increase the development of scholarly research, policy development, and/or best practices in teaching and programs/services.*

• Establish complete working research agenda per unit.*

• Support data collection and analysis conducted within each DDCE unit through a yearly research and publication needs assessment.*

• Develop a communications plan to expand the list of audiences with which DDCE shares its research and best practices.

• Refine and further develop Research and Best Practices website.

* Denotes multi-year priority activity


 Implementation Committee

The Division of Diversity and Community Engagement strategic planning process involved a variety of staff who served on design, steering, planning, and strategy teams. To facilitate the next phase of the strategic plan, Dr. Gregory J. Vincent appointed an Implementation Committee to set priorities, track progress toward achieving the division’s four strategic goals, and oversee the implementation of the goals aligned with their specific portfolios and units.

 CO-CHAIRS
Dr. Sherri L. Sanders  
Associate Vice President for Campus Diversity and Strategic Initiatives  
Dr. Gregory J. Vincent  
Vice President for Diversity and Community Engagement

 MEMBERS
Ms. Katherine Antwi Green  
Institutional Equity
Ms. Leslie Blair  
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Dr. Aileen Bumphus  
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Ms. Kim Carmichael  
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CAMPUS CULTURE
Advance efforts to create an inclusive, accessible, and welcoming culture on campus.

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.

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RESEARCH & BEST PRACTICES
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.

For More Information

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ONLINE: Access DDCE Strategic Plan documents at http://ddce.utexas.edu/2016 and at the links listed below.

- Strategic Plan Overview
- Strategic Plan Progress Report 2011-12
- Strategic Plan Progress Report 2012-13
- Strategic Plan Progress Report 2013-14

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