“We have made significant progress toward achieving the ambitious goals set forth in DDCE’s strategic plan during our first year of implementation. The plan truly guides and grounds the work that DDCE staff accomplishes each day.”

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

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.

Year 1 Highlights: BY THE NUMBERS

- 40 units and programs identified as campus partners for education pipeline programs
- 702 students, faculty, and staff participate in College of Fine Arts Diversity Committee climate survey
- 400+ community members attended three Community Leadership Award programs
- 26 DDCE units and programs participate in Research Planning Committee survey of recent research and publication opportunities
- 102 UT campus activities and events implemented for student participants in pipeline programs
- 250+ collaborative community partnerships
- 27 reports of bias incidents to Campus Climate Response Team between its public launch in March 2012 and the end of the academic year in August 2012
Strategic Goals

CAMPUS CULTURE • COMMUNITY ENGAGEMENT • EDUCATION PIPELINE • RESEARCH

**CAMPUS CULTURE**

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

**2011–12 Highlighted Accomplishments**

- Launched the Campus Climate Response Team (CCRT) as a mechanism to develop, track and implement coordinated university responses to bias incidents.
- Completed comprehensive campus-wide CCRT promotional rollout.
- Developed diversity planning theoretical and practical framework for the division’s pilot planning process with the College of Fine Arts (COFA).
- Launched pilot planning partnership with the Fine Arts Diversity Committee (FADC) to develop a strategic diversity plan.
- Gathered quantitative and qualitative data to inform the work of the FADC, including a baseline climate assessment completed by 26% of the college’s students, faculty and staff.
- Identified a well-grounded campus climate assessment tool to capture student perceptions regarding institutional climate, campus practices, and student learning outcomes.
- Reviewed federal, state and local laws and university policies that establish the university’s responsibilities regarding inclusion, equity and accessibility.

**2012–13 Highlighted Priorities**

- Review best practices employed by other universities to promote a culture of compliance and inclusion.
- Implement a campus-wide student climate assessment system.*
- Complete the pilot diversity planning study with the College of Fine Arts Diversity Committee and begin implementation phase.*
- Inventory educational opportunities that promote social justice.*
- Broaden awareness of CCRT among students, faculty and staff.
- Compile and review trend data on incidents reported to CCRT.
- Develop options, timelines and resources required for a secure, web-based CCRT incident database.*

*Denotes multi-year priority activity
2011–12 Highlighted Accomplishments

• Convened community engagement web portal workgroup to identify most effective framework for updated portal, develop criteria for future information to be included, and identify campus-wide content providers.

• Determined three areas of focus for web portal including community engagement calendar, stories, and initiatives catalog.

• Assembled a division-wide Community Engagement Taskforce to define and inventory community-university partnerships.

• Laid the foundation for development of division-wide guidelines by examining current partnership evaluation and stewardship systems used by DDCE units and other university offices.

• Reaffirmed university commitment to repairing fragmented relationships with historically and currently underserved communities via multiple avenues such as division-wide community initiatives, community leadership awards programs, community and professional organization leadership positions, and division-wide communications platforms such as the “Celebrations and Partnerships” publication.

2012–13 Highlighted Priorities

• 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.

• 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 an outreach plan for future community engagement 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.

• Incorporate above feedback in the creation of an action plan for making university resources more accessible to the community.*

*Denotes multi-year priority activity
Strategic Goals

EDUCATION PIPELINE

Create a successful pathway for first-generation and underrepresented students as they progress from pre-K through graduate and professional school.

2011–12 Highlighted Accomplishments

- Created the DDCE Pipeline Council to identify and align all pre-college and college units in the division.
- Identified campus units and programs that are partners with Pipeline Council units and began meeting with partners to discuss recruitment, services and resource sharing to leverage support across programs and manage duplication of services.
- Created an annual pipeline day-long retreat to initiate design of the alignment process for all pre-college and college units in the division and to share local, regional and national best practices for serving first-generation and low-income college students.
- Developed criteria to establish benchmarks for alignment across all DDCE pre-college and college units.
- Engaged pre-college and college unit staff with student participants and appropriate school partners on a consistent basis through unit/program events and activities.
- Collected from pipeline units with curriculum component student performance data such as recruitment outcomes, participant semester GPA, first-year retention and six-year graduation rate.

2012–13 Highlighted Priorities

- Coordinate an annual meeting with campus partners to discuss recruitment, services and resource sharing to leverage support across programs and manage duplication of services.*
- Host pipeline day-long retreat to establish benchmarks for alignment across all pre-college and college units in the division.*
- Develop and initiate a coordinated recruitment plan through the DDCE Pipeline Council, based on the capacity of the division’s pre-college and college units.
- 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.*
- Examine academic curriculum within and across the pipeline programs to assess overall curriculum alignment.

*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.

2011–12 Highlighted Accomplishments

• Appointed one-year planning committee consisting of DDCE faculty and staff who have expertise in research, methodologies, policy, scholarship, instructional design and programming.

• Collected existing data regarding innovative scholarship, teaching, policy development, programs and services (“research”) within DDCE.

• Developed and reviewed a 15-page report of the research and publication opportunities completed by DDCE units and portfolios in the past five years.

• Articulated functions of a sustainable Research Committee to support division-wide research efforts and appointed DDCE faculty and staff from across the division to serve on this standing committee.

2012–13 Highlighted Priorities

• Begin process to establish strategic plan for research activities within each DDCE unit.*

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

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

• Create annual report on DDCE unit research-related efforts.*

• Expand list of audiences with which DDCE shares its research.

• Initiate development of a website to store, track and publicly distribute DDCE research in an accessible manner.

• Highlight and share DDCE research to both internal and external audiences via communications plan.

*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. Kim Carmichael, University Interscholastic League
Ms. Robiaun Charles, Development
Dr. Ge Chen, Academic Diversity Initiatives and Student Engagement
Dr. Kiersten Ferguson, Campus Diversity and Strategic Initiatives
Ms. Cathy Hagenbaumer, Business Affairs
Dr. Jennifer Maedgen, Institutional Equity and Chief of Staff
Dr. Octavio Martinez, Hogg Foundation for Mental Health
Dr. Rose Martinez, Academic Diversity Initiatives and Student Engagement
Mr. Ryan Miller, Campus Diversity and Strategic Initiatives
Mr. Jason Molin, Community and External Relations
Dr. Leonard Moore, Academic Diversity Initiatives and Student Engagement
Ms. Ixchel Rosal, Student Diversity Initiatives
Ms. Erica Sáenz, Community and External Relations
Dr. Kenya Walker, Academic Diversity Initiatives and Student Engagement
STRATEGIC GOALS from the DDCE Strategic Plan 2011–2016

<table>
<thead>
<tr>
<th>CAMPUS CULTURE</th>
<th>COMMUNITY ENGAGEMENT</th>
<th>EDUCATION PIPELINE</th>
<th>RESEARCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advance efforts to create an inclusive, accessible and welcoming culture on campus.</td>
<td>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.</td>
<td>Create a successful pathway for first-generation and underrepresented students as they progress from pre-K through graduate and professional school.</td>
<td>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.</td>
</tr>
</tbody>
</table>

For More Information

CONTACT:
Dr. Sherri L. Sanders
Associate Vice President for Campus Diversity and Strategic Initiatives
Division of Diversity and Community Engagement
2304 Whitis Avenue, Stop G4600
Austin, Texas 78712
(512) 232-2864 • sherri.sanders@austin.utexas.edu

Division of Diversity and Community Engagement
The University of Texas at Austin
110 Inner Campus Drive, Stop G1050
Austin, Texas 78712 • (512) 471-3212

ONLINE:
Access the full Strategic Plan at: ddce.utexas.edu/2016
Visit the DDCE at: www.utexas.edu/diversity/