

2009 – 2010 Goals
Office of Diversity and Intercultural Programs

Goal 1: Professional Development for Faculty

Support diversity in the curriculum by providing education and training opportunities for faculty to increase their knowledge of intercultural competence.

- ◆ Partner with the Provost and academic schools and divisions to sponsor a Development Day *Diversity across the Curriculum* workshop for faculty.
- ◆ Provide financial support to academic departments to assist these departments in promoting diversity education.
- ◆ Collaborate with academic schools and divisions as well as with individual faculty to develop co-curricular programs integrated with curriculum.

Goal 2: Professional Development for Staff

Provide education and training opportunities for staff to increase their knowledge and understanding of intercultural competence.

- ◆ Work with Human Resources and the President's Office to sponsor a Development Day diversity workshop for staff.

Goal 3: Student Learning

Equip students with the knowledge and skills to function effectively in a society that is becoming increasingly diverse.

- ◆ Work with the Academic Services area to incorporate diversity activities into the Threshold Orientation program.
- ◆ Work with the Dialogue 1 faculty, University Ministries, academic schools and divisions and with individual faculty to coordinate and sponsor a Leadership Conference.
- ◆ Provide a range of experiential learning opportunities affiliated with the four major cultural groups:
 - Asian-American Cultural Initiatives
 - African and African-American Cultural Initiatives
 - Latino-American Cultural Initiatives
 - Middle Eastern Cultural Initiatives

Goal 4: Diversity Awareness and Celebration Programs

Foster a campus environment that celebrates and values diversity.

- ◆ Provide funding to the underrepresented student organizations to assist with the design and implementation of Heritage Month Celebrations, including:
 - Hispanic Heritage Month
 - Black History Month
 - African Awareness Week
 - Asian History Month

- ◆ Collaborate with Dr. Frank Steinhart, Professor of Sociology as well as academic schools and divisions and the U.S. Holocaust Museum to sponsor, in March, Holocaust Remembrance week events, which will include the following:
 - Two-three day mini course taught by a scholar from the U.S. Holocaust Museum.
 - Study Trip to the Holocaust Museum in Skokie
 - Lecture – Dr. Doris Bergen, Professor and Chair, Holocaust Studies, University of Toronto.

- ◆ Work in partnership with academic schools and divisions and with faculty, staff and students to design and implement the following programs to benefit the entire campus community:
 - Cultural Engagement programs – provides opportunities for the community to experience the practice, celebration and demonstration of culture.
 - Cultural Films, Festivals and exhibits – designed to educate the community about a particular culture or ethnic group.

- ◆ Sponsor an all campus Dr. Martin Luther King, Jr., Commemorative Program.

Goal 5: Student Involvement

Continue to promote greater student involvement in Intercultural programs, activities and events.

- ◆ Partnering with the Student Diversity Advisory Council to plan and implement new student-centered diversity initiatives.
- ◆ Explore ways to motivate and possibly provide incentives to students to participate in Intercultural programs, activities and events.

Goal 6: Diversity Communication

Continue to improve the communication and dissemination of diversity information.

- ◆ Collaborate with units across the campus to improve the coordination and communication of diversity programs with faculty, staff and students.
- ◆ Improve the coordination and communication of diversity programs with the external communities by developing mailing and email lists.

Goal 7: Retention of Underrepresented Students

Identify, plan, and implement retention strategies to improve underrepresented students' success and persistence.

- ◆ Collaborate with units across the campus and the retention committee to design and implement the following retention strategies:
 - A formalized on-line process for retention, which will include the following components; an early alert system and a process to monitor the academic and non-academic progress of underrepresented students.
 - Workshops or presentations for underrepresented students related to *success strategies*, including goal setting, study, note taking and test taking skills.
- ◆ Coordinate social integration programs designed to connect underrepresented students to the life of the campus. These programs will include the following:
 - Welcome Back Socials
 - Cultural Potlucks
 - Experiential Learning
 - Social Engagements
- ◆ Continue to provide funding to support the Women to Women Mentoring Program.

Goal 8: Recruitment of Underrepresented Students

Identify, discuss and develop innovative recruitment initiatives designed to increase the enrollment of underrepresented students.

- ◆ Work with the Admissions Office, University Ministries and other units on campus to develop a *High School Student Leadership Summit*. The goal of the summit is to encourage leadership development and academic excellence among underrepresented high school juniors and seniors.
- ◆ Partner with University Ministries and the Admissions Office to sponsor a *Back to School* concert at North Park University.
 - Invite high school students from the Albany Park community and other surrounding communities to a Christian concert

featuring Grammy nominated contemporary Christian music artist Ayiesha Woods.

Goal 9: Retention and Professional Development of Underrepresented Faculty

Continue to strengthen existing and develop new programs designed to support and retain underrepresented faculty.

- ◆ Continue to provide funding to support the Women of Color luncheons.
- ◆ Continue to meet with the black faculty and staff group to solicit their ideas, respond and listen to their questions and concerns.