

**California State University, Fresno**  
**A Strategic Plan for Inclusion, Respect and Equity (ASPIRE)**  
**Spring 2013**

**Creating a Network of Diversity and Equity Throughout All Levels of the University**

The President's Commission on Human Relations and Equity (PCHRE) is focused on supporting an atmosphere of acceptance and fairness, and enthusiastically embraces its charge from President John D. Welty to:

- Develop a comprehensive three- to five-year Diversity Plan for the University;
- Create a Diversity Plan that is dynamic and reflects the rich and diverse experiences, values, world views and cultures that make up humanity; and
- Affirm the President's Diversity Statement, while aligning the Diversity Plan with the University Strategic Plan.

The Commission adopted the framework found in the Association of American Colleges and University publication, ***Making a Real Difference with Diversity: A Guide to Institutional Change*** (AAC&U,2007), based on research obtained from the Campus Diversity Initiative (CDI) to strategically improve campus diversity at 28 California colleges and universities. This comprehensive approach offers a broad conceptualization of diversity work on campuses by integrating the four dimensions of diversity:

1. Institutional viability and vitality
2. Access and success
3. Education and scholarship
4. Climate and intergroup relations

In developing the plan, the Commission members have undertaken a broad effort to communicate, collaborate and coordinate with the many individuals, campus groups and the community at large to ensure that all voices were heard and varying perspectives were reflected in the Diversity Plan.