



## Fresno State's Draft Diversity Plan:

Raise Awareness, Increase Knowledge and Build Capacity to Achieve Excellence through Diversity



# Charge of The President's Commission on Human Relations and Equity

- **Develop a comprehensive three to five year Diversity Plan for the university to include elements such as:**
  - Affirm the President's Diversity Statement, and align the Diversity Plan with the University Strategic Plan.
  - Create a Diversity Plan that is dynamic and reflects the rich and diverse experiences, values, world views and cultures that make up humanity.
  - Review and discuss other institutions' Diversity Plans, planning processes, and best practices.
  - Discuss the research, theory and writing on diversity issues in higher education.



# Charge of

## The President's Commission on Human Relations and Equity (*continued*)

- Following development and implementation of the Diversity Plan, the PCHRE shall be responsible on an annual basis to:
  - Submit an annual Diversity Report to the President, the university community, and other relevant groups.



# Working Definitions

**DIVERSITY:** Individual differences (e.g., personality, language, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, gender identity, sexual orientation, sexual identity, country of origin, and ability status as well as cultural, political, religious, or other affiliations) that can be engaged in the service of learning.

**INCLUSION:** The active, intentional, and ongoing engagement with diversity—in people, in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase one’s awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within [and change] systems and institutions.

**EQUITY (*student focus*):** The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion.

**EQUITY (*employee focus*):** The creation of opportunities for historically underrepresented populations of employees (faculty *and* staff) to have equal access to professional growth opportunities and resource networks that are capable of closing the demographic disparities in leadership roles in all spheres of institutional functioning.

# Newly Adopted Working Definition

**CULTURAL COMPETENCE:** The state of having and applying knowledge and skill in four areas: awareness of one's own cultural worldview; recognition of one's attitudes toward cultural differences; realization of different cultural practices and worldviews; and thoughtfulness in cross-cultural interaction. Over an extended period of time, individuals and organizations develop the wisdom and capability to: 1) examine critically how cultural worldviews influence perceptions of power, dominance and inequality; and 2) behave honorably within the complex dynamics of differences and commonalities among humans, groups and systems.

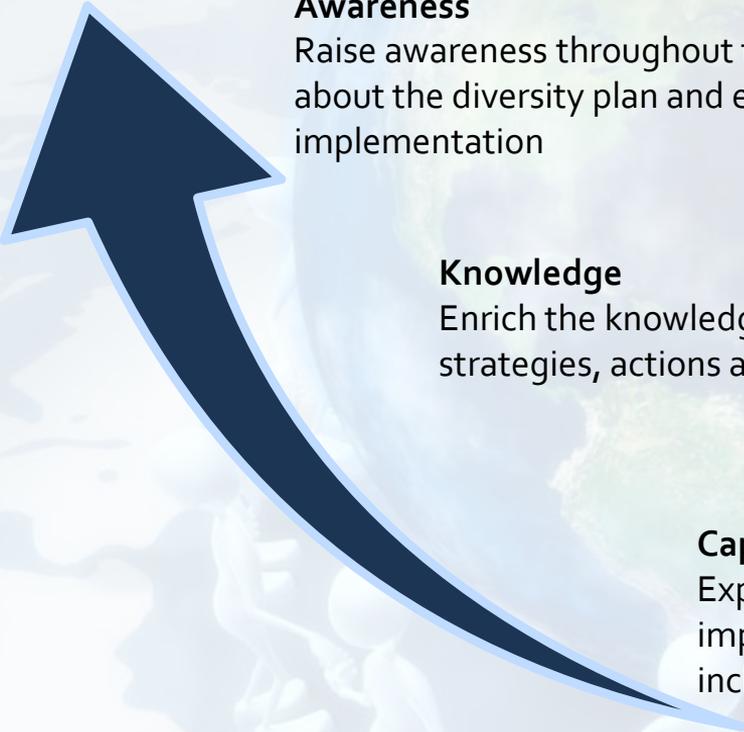
# Diversity Themes

**Theme One:** Supporting Student Access and Educational Success

**Theme Two:** Recruiting, Developing and Supporting Employees

**Theme Three:** Promoting and Supporting Excellence in Teaching, Learning and Scholarship

**Theme Four:** Affirming a University Culture of Inclusion, Respect and Equity



## **Awareness**

Raise awareness throughout the university community about the diversity plan and efforts to support its implementation

## **Knowledge**

Enrich the knowledge of the campus community about the themes, strategies, actions and implementation of the diversity plan

## **Capacity**

Expand the university's capability to implement the strategies and actions included in the diversity plan

# Next Steps



- ✓ **Collect your feedback, thoughts, and/or reactions**
- ✓ **Secure campus-wide affirmation for the Diversity Plan**
- ✓ **Finalize action steps and indicators**
- ✓ **Implement Diversity Action Plan**
- ✓ **Monitor progress through annual reports for each theme**

# Stay Informed

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[www.fresnostate.edu/academics/diversity/pchre](http://www.fresnostate.edu/academics/diversity/pchre)

