



Office of Global Diversity & Inclusive Excellence

Planning Framework

Fall 2018 – Spring 2019

By Imelda Wicks,
Executive Director of Global Diversity, Inclusive Excellence & Training

Framework

MISSION	To provide university-wide leadership in developing, implementing, and advancing initiatives that promote global diversity and inclusive excellence, by fostering a welcoming and conducive campus community. This community will recognize the immeasurable benefits of diversity and inclusion, while celebrating the rich diverse multicultural backgrounds of students, faculty and staff Lamar University.			
Pillars of Institutional Diversity	Educational	Cultural	Community Engagement/ Outreach	Social
STRATEGIC FOCUS	<ul style="list-style-type: none">• Creating an inclusive campus climate• Minority faculty and staff recruitment, retention, and professional advancement• Minority student recruitment, retention, academic success, and timely graduation.• Curriculum transformation• Intercultural and cross-cultural competency• Diversity & Inclusive assessment			
AUDIENCES	Faculty, Staff, Student & Community			
BUDGET	(see appendix)			
ALL-INCLUSIVE	NATIONAL HERITAGE MONTHS			

Office of Global Diversity & Inclusive Excellence

Departmental Goals

2018 –2019

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**OFFICE OF GLOBAL DIVERSITY AND INCLUSIVE EXCELLENCE
LAMAR UNIVERSITY
DEPARTMENTAL GOALS 2018 – 2019**

GOAL 1: TRAINING – By August 30, 2019, the Office of Global Diversity and Inclusive Excellence (OGDIE) will develop and implement formal face-to-face and online diversity awareness training geared to develop the cultural competence skills of students, faculty, and staff.

STRATEGIC INITIATIVES	ACTION STEPS	Events & Programs	ALIGNMENT
1.1. Develop a plan for professional development around cultural competence for faculty and staff.	<ul style="list-style-type: none"> -Engage faculty and staff in diversity and inclusion related cultural competency training education. -Offer training to faculty and staff (level 1: awareness). -Track faculty and staff who attend training. 	<ul style="list-style-type: none"> ▪ Diversity and Inclusion Training for Faculty & Staff ▪ Provost’s Kick-Off “How do I teach to a diverse student population.” ▪ Teaching Today’s Students Certification Program (topic to be determine for Spring 2019) ▪ ERG professional development opportunities 	LAMAR UNIVERSITY STRATEGIC GOAL #1: Enhance access to LU’s educational programs and student services
1.2. Develop a cultural competency training for student leaders (e.g. RAs, Sorority Leaders, etc.)	<p>Create and deliver a cultural competency training for student leaders.</p> <p>Track students who attend this training.</p> <p>Offer “certificate of completion” to students who complete D&I awareness training.</p>	<ul style="list-style-type: none"> ▪ Residential Life (RA) Training “Providing Customer Services to Diverse Student Population” ▪ RA Training “Cultural Competency Training” ▪ Student Staff Training for the Setzer Student Center “Cultural Competency Training” ▪ Student Organization Leaders “How to do programing that includes diverse population” ▪ Sororities and Student Organization Training on D&I 	LAMAR UNIVERSITY STRATEGIC GOAL #1: Enhance access to LU’s educational programs and student services
1.3. Enhance academic climate to promote the development of multicultural competence by offering online educational resources on cultural competencies for both faculty and student academic and professional development.	<p>Diversity awareness is a component of the New Faculty Orientation.</p> <p>One toolkit is developed to broaden educational curriculum in OGDIE website.</p>	<ul style="list-style-type: none"> ▪ Online Global Leaders of Today and Tomorrow (for students) ▪ Online Faculty Diversity and Inclusion Toolkit (for faculty) ▪ Create website page with cultural competency tools for ERG (staff) 	LAMAR UNIVERSITY STRATEGIC GOAL #1: Enhance access to LU’s educational programs and student services

GOAL 2: COMMUNICATION – The Office of Global Diversity & Inclusive Excellence will develop a robust communication plan that will ensure students, faculty, staff, and the community at-large are aware and able to participate in the cultural programming representing the rich diversity that currently exists at Lamar University.

STRATEGIC INITIATIVES	ACTION STEPS	EVENTS & PROGRAMS	ALIGNMENT
2.1. Create channels/venues to recognize and celebrate diversity efforts across campus and that features noteworthy programs and events that gives voice to the total Lamar University experience.	<ul style="list-style-type: none"> - publication of a bi-annual newsletter. -Publish information about OGDIE campus initiatives on venues offered by the Office of Marketing and Communication. 	OGDIE: <ul style="list-style-type: none"> a. Bi-annual newsletter b. Website c. Social media d. Bulletin boards e. On-campus screens f. Blast emails 	LAMAR UNIVERSITY STRATEGIC GOAL #5: Tell LU’s story to connect the community we serve with our mission, our accomplishments and our aspirations
2.2. Create diversity brand identity and awareness through the development of marketing and communications collateral, including social media presence.	<ul style="list-style-type: none"> -100% completion of communication action plan (including evaluation of existing marketing materials for consistency with core value of diversity). - new website design -Development of diversity social media presence using 3 mediums (Facebook, Instagram, and Twitter). 	Theme, “Advancing a Culture of Inclusion Together” at Lamar University.	LAMAR UNIVERSITY STRATEGIC GOAL #5: Tell LU’s story to connect the community we serve with our mission, our accomplishments and our aspirations
2.3. Create sponsorship opportunities for community members and organizations to participate in cultural events/programs.	-identify programming that can has opportunities for community partnership.	-Partner with key community stakeholders to promote and sponsor: <ul style="list-style-type: none"> a. Veterans Day b. Chinese New Year c. MLK 	LAMAR UNIVERSITY STRATEGIC GOAL #5: Tell LU’s story to connect the community we serve with our mission, our accomplishments and our aspirations

GOAL 3: RETENTION & RECOGNITION – By August 30, 2019, OGDIE will develop at least one program for each group (e.g., students, faculty, and staff) geared to advance a culture of inclusion & recognition of diversity at Lamar University. (KPI: SUPPORT UNDERUTILIZED/UNDERREPRESENTED STUDENTS & EMPLOYEES AND IMPROVEMENT INCLUSIVENESS OF ALL GROUPS AT ALL LEVELS OF THE INSTITUTION)

STRATEGIC INITIATIVES	ACTION STEPS	PROGRAMS & EVENTS	ALIGNMENT
3.1. Create employee resource group as a critical element of D&I strategy.	-Launch first employee resource group (ERG) for multigenerational professionals at Lamar University.	*ERG	LAMAR UNIVERSITY STRATEGIC GOAL #2, 3 & 5
3.2. Recognize the contribution of women (underutilized group) at Lamar University.	-Inspirational Women Award becoming signature and annual event to recognize women (student and employee).	<ul style="list-style-type: none"> ▪ 2nd Inspirational Woman Award 	#2: Leverage our core strengths while elevating the overall quality of our education and scholarship.
3.3. Implement one annual recognition and engagement event for Hispanic and African American students.	-Develop an event to recognize the contribution of Hispanic and African American students by honoring those who excel academically (one event for each group).	<ul style="list-style-type: none"> ▪ Hispanic Heritage Month: Hispanic Excellence Recognition ▪ Black History Month: African-American/Black Excellence Recognition 	#3: Proving leading-edge environments for our students, faculty and staff
3.4. Recognize the contribution of military veterans and active duty men and women students and employees.	-Create first Veterans Day for all employees and students who self-identify as military veteran and/or active duty men and women.	*Veterans Day Luncheon	#5: Tell LU's story to connect the community we serve with our mission, our accomplishments and our aspirations

GOAL 4: ASSESSMENT – By August 30, 2019, OGDIE will develop a tool to evaluate university’s diversity and inclusion outcomes. (KPI: Track D&I effort progress)

STRATEGIC INITIATIVES	ACTION STEPS	PROGRAMS & EVENTS	ALIGNMENT
4.1. Create and include evaluation forms to programs and events offered by OGDIE	- objectives for each program and event will be created and evaluation forms will be based on these objectives to see if goals were met.	*Surveys	LAMAR UNIVERSITY STRATEGIC GOAL #4: Enhance systems, metrics, and data that inform university decision-making
4.2. Demonstrate with metrics the impact of D&I on the organization.	- stakeholders’ interviews and initial status of D&I level at Lamar University - results of surveys - results of evaluations - dashboard	*scorecard	LAMAR UNIVERSITY STRATEGIC GOAL #4: Enhance systems, metrics, and data that inform university decision-making
4.3. Collaborate in the tracking system to document diversity and inclusion at Lamar University	- create partnerships with stakeholders to track accurate D&I data		LAMAR UNIVERSITY STRATEGIC GOAL #4: Enhance systems, metrics, and data that inform university decision-making

Office of Global Diversity & Inclusive Excellence

PROGRAMS & EVENTS

Fall 2018 – Spring 2019

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Office of Global Diversity & Inclusive Excellence

Fall 2018

Title	Pillar & Focus	Date/Time/Location	Audience	Heritage Month	Responsible
Celebrating Hispanic Excellence Reception	Educational event	Friday, Sept. 14, 2018 Library 8 th Floor 7 p.m. – 9 p.m.	Student, faculty, staff and community	Hispanic Heritage EVENT	Office of Global Diversity & Inclusive Excellence (OGDIE)
Outdoor Movie Night “Coco”	Cultural & Social Event	Oct. 30, 2018 7 p.m. – 9 p.m. LU Dining Hall LAWN	Students, faculty, staff and community	Hispanic Heritage EVENT	Office of Global Diversity & Inclusive Excellence (OGDIE)
<i>Day of the Dead/Dia de los Muertos</i>	Cultural & Social Event	Nov. 1, 2018 EVENT Oct. 28 – Nov. 2 Live Altar Display	Students, faculty and staff	Hispanic Heritage EVENT	Dept. of English and Modern Languages & OGDIE
Gekinoo’amaadiwin Series: Kanehsatake: 270 Years of Resistance	Cultural & Social Event	November 13, 2018 5:30 p.m. – 7 p.m. Setzer Student Center, Trinity Room 227	Students, faculty and staff	American Indian Heritage EVENT	Office of Global Diversity & Inclusive Excellence (OGDIE)
New Faculty Orientation	Cross-cultural Competency	Aug. 21-22, 2018	Faculty	Program	Center for Teaching and Learning Enhancement & OGDIE
Professional Diversity Development (Provost Kick-Off) “Strategies for Teaching Culturally Diverse Students”	Cross-cultural Competency	Provost Kick-Off Aug. 23, 2018	Faculty	Training	Center for Teaching and Learning Enhancement & OGDIE
Diversity Training to SSC Student Staff	Cross-cultural competency	August 20-21 2018	Students & Staff	Training/Program	Student Involvement & Programming & OGDIE
Residential Life Training	Cultural Competency	August 15-16 2018	Students & staff	Training/Program	Residential Life & Office of Global Diversity
Veterans Day Luncheon	Community Engagement	November 15, 2018 11:30 a.m. – 1 p.m.	Students, faculty, staff & alumni	Veterans Affairs	Veteran Affairs, Alumni Affairs & Office of Global Diversity

Office of Global Diversity & Inclusive Excellence

Spring 2019

Title	Pillar & Focus	Date & Time	Audience	Heritage Month	Responsible
Chinese New Year	Cultural event	Feb. 9, 2019 Setzer Center Ballroom 4 – 9 pm	Students, faculty, staff and community	Asian Pacific Islander Heritage EVENT	Chinese Community and Office of Global Diversity (OGDIE)
<i>MLK</i>	Cultural & Ed Event	January 2019 (pending)	Students, faculty, staff & community	Event	EXXONMobile & Office of Global Diversity
Celebrating Black/African American Excellence Reception	Cultural Event	February 2019 Plummer Room 7 p.m. – 9 p.m.	Students, faculty and staff	Black History Month	Black Student Association & OGDIE
Global Leaders of Today & Tomorrow	Educational	1 st Wednesday of February, March, April and May 2019	Students	Training/ Program	Office of Global Diversity and Inclusive Excellence
Diversity Training for Faculty	Cross-cultural competency	February 2019	Faculty	Program	Center for Teaching and Learning Enhancement & OGDIE
2 nd Inspirational Woman Award	Cultural event	March 28, 2019	Students, faculty, and staff	Women History Month	Human Resources & Office of Global Diversity (OGDIE)
LGBTQ+ Safe Zone	Educational	April 1-30, 2019	Students, faculty and staff	LGBTQ+ Pride Month	LGBT Student Or, HR & OGDIE
Multigenerational Professionals Professional Development	Cross-cultural competency	Pending	Staff	Program	Multigenerational Professionals Employee Resource Group (ERGs)

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TRAINING

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Office of Global Diversity & Inclusive Excellence (OGDIE)

TRAINING

Fall 2018 - Spring 2019

Staff	Faculty	Students
<p>1. ADVANCING A CULTURE OF INCLUSIVE EXCELLENCE TRAINING (90 min.) Employee will learn about the impact stereotypes and prejudice have on oneself and others.</p> <p>2. CULTURAL INTELLIGENCE (60 min) First there was Artificial Intelligence, then Emotional Intelligence, and now cultural intelligences, are you up to date? (pending)</p> <p>Multigenerational Professionals Employee Resource Group Topics related to generation gap faculty & students and/or workforce.</p>	<p>NEW FACULTY ORIENTATION 30 minute presentation to new faculty on cultural competency (pending).</p> <p>PROVOST'S KICK-OFF 50 minute presentation on "Strategies for Teaching Culturally Diverse Students"</p> <p>TEACHING TODAY'S STUDENTS CERTIFICATION PROGRAM 50 minute stand alone presentation on "The Role of Faculty in Retaining Diverse Student Population"</p>	<p>Residential Life 4 hour cultural competency training for resident assistance and resident life staff.</p> <p>Global Leaders of Today and Tomorrow 8 modules of 90 minutes on a variety of global diversity issues providing students with cultural intelligence competencies needed to be globally competitive in the workforce.</p> <p>Student Orgs Leaders (60 min) Training for student leaders on Inclusion Insights: Stereotypes and Unintentional Intolerance.</p>

Training for All:

I. LGBTQ+ Safe Zone Allies Training

II. Cultural Competency Training