



*Mission, Vision and
Strategic Priorities*

OFFICE OF INSTITUTIONAL DIVERSITY, EQUITY, AND INCLUSION



LOYOLA
UNIVERSITY CHICAGO



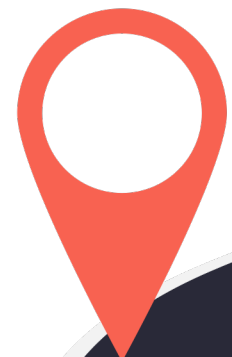
Dominique Jordan Turner
Inaugural Vice President,
Institutional Diversity, Equity and Inclusion

OFFICE OF INSTITUTIONAL DIVERSITY, EQUITY, AND INCLUSION

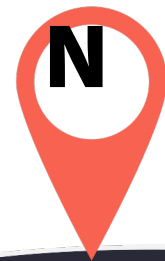


LOYOLA
UNIVERSITY CHICAGO

EQUITY



INCLUSIO

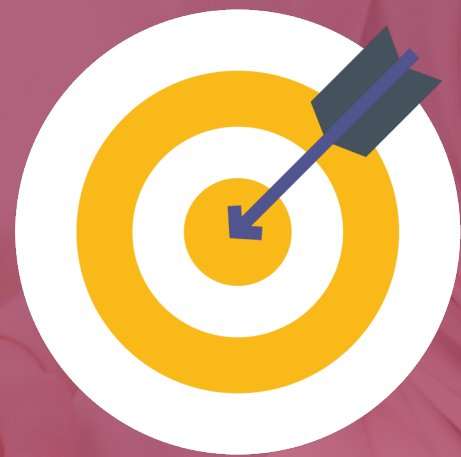


DIVERSITY



**We
Belong**





Roundtable Discussions

- Disability + Accessibility
- Race + Ethnicity
- Gender
- LGBTQIA+
- Religion
- Diversity in the Classroom

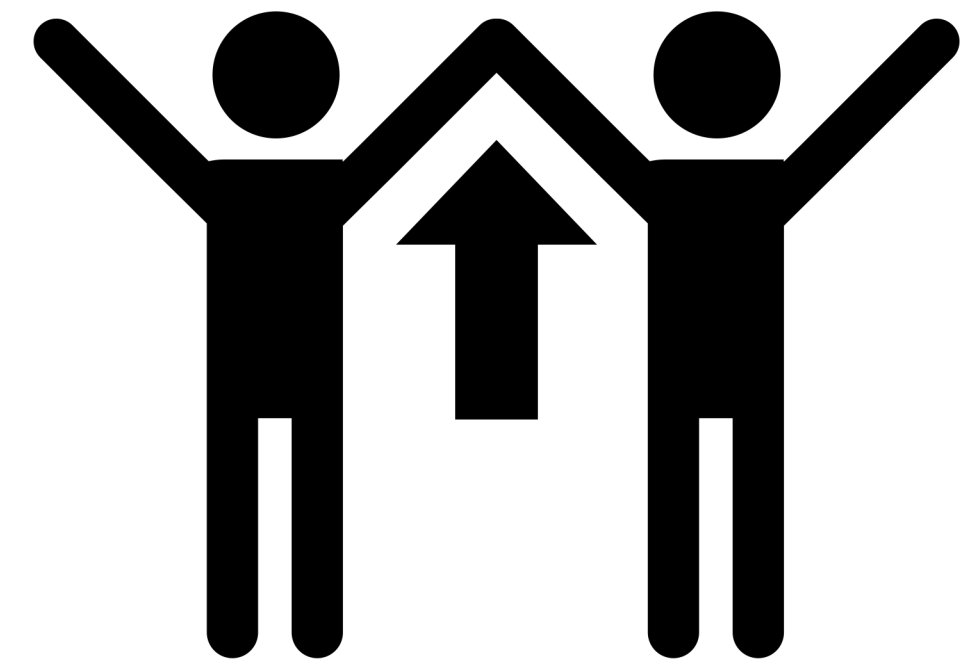
*12 Virtual Sessions Held | 255 Total Participants (Students, Staff and Faculty)

MY LOYOLA:
**A PLAN
FOR ACTION**

SNAPSHOT: What We've Seen & Heard

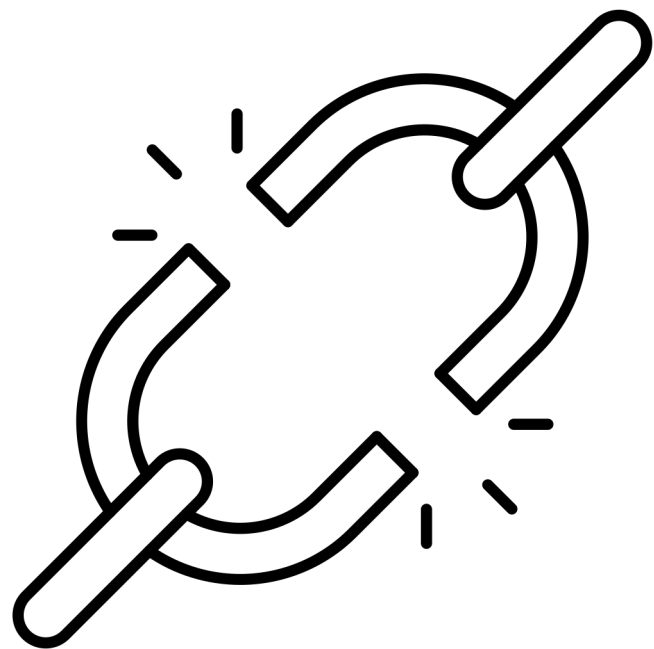
- Many are attracted to our social justice mission. Given that, there is a great level of commitment to DEI and Mission in pockets all across the university
- The spirit of collaboration and eagerness to have impact is present. Many are looking for an institutional plan
- There is a demonstrated commitment to DEI efforts by the university (e.g. Institute for Racial Justice, Arrupe, Office of IDEI, etc.)
- Loyola has recruited our most racially diverse student class yet. We are significantly outpacing our peers
- Of the 84 new faculty members Loyola hired this past cycle, 47 percent identified as people of color and 29 percent came from underrepresented racial groups.

strengths



SNAPSHOT: What We've Seen & Heard

challenges



- Not everyone is experiencing the culture of Loyola in the same way. Identity shapes your experience.
- Graduation rates show that we are not serving our students of color in the same way
- White faculty don't believe that racism exists at Loyola
- There are still questions about the level of seriousness concerning Loyola's commitment to racial equity.
- There is a strong feeling of marginalization (e.g. lack of belonging) by faculty, staff and students of color
- There are significant retention issues with faculty of color. Burnout is also a persistent concern (e.g. minority tax)
- Policies, technology and operational practices create a challenge for many that impact sense of belonging
- Institutional + systemic change is required



Emerging Themes for Action

People

- Learning + Development
- Discussion Forums
- Employee Resource Groups + Communities of Practice

Systems + Structure

- Resource Sharing
- Centralized + Effective Communication
- Systems Change

***We
Belong***



Vision Statement

We are the modern Jesuit Catholic university – free from unjust barriers where the lived experiences of all Ramblers are valued and their sense of belonging fuels a lifetime of success, in service of the greater good.





Mission Statement

To foster a human centered culture of belonging, we serve as a vocal advocate, engaged ally, and collaborative change agent. We empower faculty, staff and administrators to champion inclusive excellence by connecting, consulting, coaching and capacity building in support of igniting our student's full human potential.

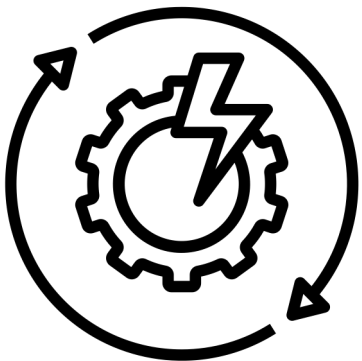




READI

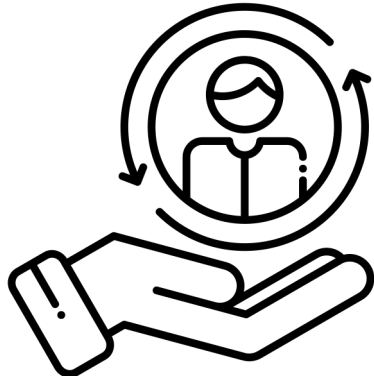
*Racial Justice, Equity, Anti-Racism,
Diversity and Inclusive Excellence*

Strategic Priorities



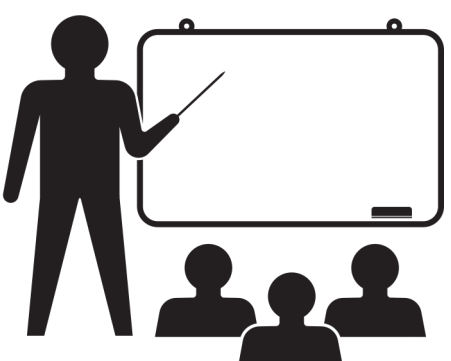
Institutional Structures + Systems Change

We will ensure that our institutional structures, policies and procedures promote equity and inclusion for all members of our community + we will seek to remove unjust barriers that prevent us realizing our commitment to inclusive excellence.



Culture + Climate

We will proactively foster an inclusive and welcoming campus climate for all students, staff, and faculty, in order to live out more fully our institutional commitment to social justice and care for the whole person.



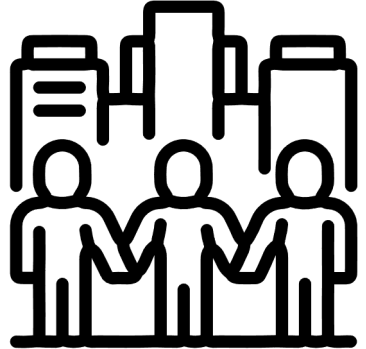
Learning + Development

We will provide ongoing learning and educational opportunities to prepare our staff, faculty and leadership with the knowledge and skills to be able to fully engage and function across differences in an increasingly pluralistic society.



Recruitment + Retention

We will recruit and retain a diverse student body, staff and faculty, that is of an increasingly diverse society and recognizing inclusion + better representation is a direct measure of our success competitiveness as an institution of higher learning.



Scholarship + Teaching

We will ensure that racial justice, equity, anti-racism, diversity and inclusive excellence are integrated into our teaching methodology and program offerings and that scholarly research by faculty in these areas is supported and valued.

Connecting the Dots for Institutional Impact

- Care for the Whole Person
- Extraordinary Academics + Research
- Community Centered Engagement
- Global Connections and Partnerships
- Operational Excellence
- Care for Our World



University Strategic Plan

Office of Institutional
Diversity, Equity & Inclusion
Strategic Plan

Department + Unit
Strategic Plan

*We
Belong*



Ways to Connect



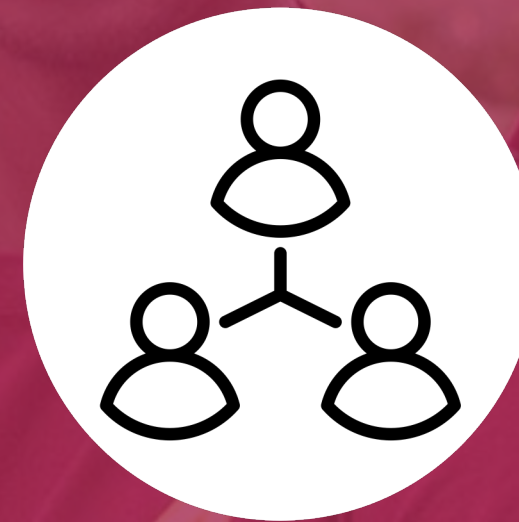
**COURAGEOUS
CONVERSATION
SERIES**



**READI
NEWSLETTER**



**READI
CONNECT
VIRTUAL
COMMUNITY**



**EMPLOYEE
RESOURCE
GROUPS**



**SOCIAL
MEDIA**



Strategic Questions for Faculty

- How does the work of Institutional Diversity, Equity and Inclusion intersect with your role as faculty?
- What can you do to create a sense of belonging for students? for colleagues?
- Are there actions, projects, policies or procedures that faculty members should consider to activate any of the 5 Strategic Priorities?
- What do you need from our team to feel supported and to move the needle on any of the articulated strategic priorities?
- What is the risk of doing nothing?





Thank you!

We Belong