DIVERSITY, EQUITY, INCLUSION, AND BELONGING

Five-Year Component Plan
Diversity in all its forms is an important component of the learning environment at UA Little Rock. It helps us learn how to live and work in a diverse world through encounters with different people, cultures, perspectives, and histories. As a university we seek to expand educational opportunities that promote understanding, respect, free expression, and an appreciation of human interdependence. We also seek to strengthen our efforts to create an inclusive and welcoming environment where all students, staff, and faculty have a sense of belonging and are encouraged to participate fully in the campus community.
INSTITUTIONAL GOALS: EXPERIENCE & ACCESS

Improve the student, faculty, and staff experience by cultivating an engaging campus community that promotes diversity, equity, and inclusivity.

Increase student access to transformative educational experiences that are affordable, versatile, and relevant.

Diversity, Equity, Inclusion, & Belonging

Component Goal 1: Broaden the diversity of faculty and staff to ensure that the learning environment supports a diverse student body and offers a full range of learning opportunities.

OBJECTIVE 1: Strengthen and refine efforts to recruit faculty and staff from diverse backgrounds.

» Strategy 1: Develop employee recruitment protocols that increase the likelihood of creating a diverse pool of candidates.

» Strategy 2: Develop non-mandatory training for search committees to learn strategies to increase the diversity of candidate pools, identify implicit biases, and foster a welcoming experience for all candidates.

» Strategy 3: Reinforce, through regular communication, the purpose and value of developing and maintaining a diverse faculty and staff.

» Strategy 4: Track and assess the outcomes of diversity hiring initiatives, including its impact on learning, retention, and wellbeing.

OBJECTIVE 2: Strengthen and refine efforts to retain faculty and staff from diverse backgrounds.

» Strategy 1: Conduct regular assessments to determine potential barriers to success and to identify potential inequities.

» Strategy 2: Facilitate the development of affinity groups to strengthen support and resilience.

» Strategy 3: Increase opportunities to enhance cultural competency and expand engagement across diverse groups.
INSTITUTIONAL GOALS: ATTAINMENT AND EXPERIENCE

Strengthen educational attainment through academic programs leading to social and economic mobility and the achievement of students’ aspirational goals.

Improve the student, faculty, and staff experience by cultivating an engaging campus community that promotes diversity, equity, and inclusivity.

Diversity, Equity, Inclusion, & Belonging

Component Goal 1: Enhance student access to substantial learning experiences that incorporate the knowledge and understanding needed to live and work in a diverse world.

OBJECTIVE 1: Encourage and demonstrate the use of culturally responsive and inclusive pedagogical practices across the curriculum, particularly in the core curriculum.
   » Strategy 1: Develop an incentive plan for participation in UA Little Rock’s Mobile Institute on Scientific Teaching (and/or similar programs) that fosters inclusion in the learning experience.
   » Strategy 2: Make inclusive pedagogical practices an optional reporting category in the annual faculty evaluation report.
   » Strategy 3: Encourage the Core Council to make culturally responsive and inclusive pedagogical practices an option for the assessment process for the core curriculum.

OBJECTIVE 2: Support diverse co-curricular opportunities that are accessible, promote multicultural understanding, and enhance campus and community engagement.
   » Strategy 1: Provide students with co-curricular opportunities to learn about cultures different from their own, and for learning culturally responsive practices.
   » Strategy 2: Make diversity training available and easily accessible to students.
   » Strategy 3: Track and measure outcomes for all co-curricular programs.

OBJECTIVE 3: Promote mentoring and engagement opportunities between faculty, staff, students, and administrators that support student personal and professional development.
   » Strategy 1: Develop a whole-student wellbeing model that incorporates different units working together throughout the student’s college journey.
   » Strategy 2: Develop programs to match students with mentors from a range of campus positions and off-campus partners based on students’ backgrounds, needs, and interests.

OBJECTIVE 4: Ensure that residential students are provided inclusive experiences and opportunities to develop intercultural competencies.
   » Strategy 1: Provide residence life staff members with training and tools to support all student residents and facilitate an inclusive living and learning environment.
   » Strategy 2: Provide residential life staff members opportunities to learn more about issues related to diversity, equity, inclusion, and belonging.
INSTITUTIONAL GOALS: COMMUNITY ENGAGEMENT AND RESEARCH

Enhance community engagement through partnerships and collaborations involving faculty, staff, and students that address local, state, and regional needs.

Expand the institution’s applied research footprint to provide advanced educational opportunities and broaden external impact.

Diversity, Equity, Inclusion, & Belonging

Component Goal 1: Provide opportunities to integrate diversity interests with research and community engagement.

OBJECTIVE 1: Relaunch the Joel E. Anderson Institute on Race and Ethnicity with a focus on applied research, community engagement, and capacity-building.

» Strategy 1: Reconstitute an advisory committee consisting of faculty, staff, and external partners with an interest in the mission of the institute.

» Strategy 2: Develop a revised mission, vision, values, and goals for the Anderson Institute.

» Strategy 3: Devise a plan for ongoing support and leadership for the Anderson Institute.
Diversity, Equity, Inclusion, & Belonging Committee

Melvin Beavers – Chancellor’s DEI Fellow and Assistant Professor of Rhetoric and Writing
Rejena S. Grotjohn – Assistant Dean for Student Affairs and Diversity Initiatives
Angela Hunter – Professor of English
Kara Brown – Assistant Vice Chancellor for Student Affairs
Lindsey Gustafson – Associate Dean for Academic Affairs at the Bowen School of Law
LaTonda Williams – Associate Vice Chancellor for Human Resources
Carrie Phillips – Chief Communications and Marketing Officer
Diana Snyder – Assistant Dean for Career Services
Sikia Brown – Community Development Program Manager
Laterika Tooks – Director of Alumni Giving
Maggie Bailey – Associate Athletic Director/Senior Woman Administrator, Deputy Title IX Coordinator