



UNIVERSITY OF
ARKANSAS®

Global Campus Diversity & Inclusion Plan

4-17-19

12-1-20

This plan is a living, growing, evolving document.

Introduction

The Global Campus (GC) Diversity and Inclusion (D&I) Plan was developed using the Questionnaire and Step-by-Step Guide provided by the U of A Office for Diversity and Inclusion. The GC will update this plan periodically to align with the needs of the unit and the University.

Office for Diversity and Inclusion

The Vice Chancellor's **Office for Diversity and Inclusion** works to enhance educational and professional inclusivity and diversity by seeking to integrate individuals from varied backgrounds and characteristics such as those defined by race, ethnicity, national origin, age, gender, veteran, religion, disability, sexual orientation, socioeconomic background and other major areas of diversity.

Enhancing inclusion and diversity and providing an educational and work environment in which thought, creativity, and growth are stimulated is a vital university objective and critically important to the academic mission and allowing all U of A students, staff and faculty to thrive. A university that reflects the multiple dimensions of diversity and inclusivity prepares our students to be successful in an increasingly diverse, global society and helps ensure that the teaching, research, service, auxiliary support and administrative work of the institution can have the most effective impact on campus, throughout Arkansas, and beyond.

The Office for Diversity and Inclusion requests that each unit provide a Strategic Inclusion and Diversity Plan. The goal is for the plan to describe and continuously assess how the unit will deepen and enrich a culture and climate of inclusivity and diversity in support of the broader mission of the university and address certain key principles that strengthen efforts towards our academic mission and the success of all U of A students, staff, faculty and other key stakeholders.

Global Campus Diversity and Inclusion Committee

The **Global Campus (GC) Diversity and Inclusion (D&I) Committee** met in spring 2019 to answer questions on the U of A's step-by-step questionnaire to build a D&I plan. At the time, the committee noted then that **members intended that the plan should be a living, growing, evolving document**, that is continually updated to address the current diversity and inclusion goals of the GC and University. GC leadership approved committee's working document on 4-17-19, and the plan was submitted to the University. The current plan was edited in December 2020 to include fall 2020 feedback from the U of A Office of Diversity and Inclusion and action items submitted to the Chancellor in September 2020.

Annual Review: The Global Campus is in "Wave 2" of the University's planned D&I "check-in" process. Our annual date for University review is May 15.

Global Campus Diversity and Inclusion Plan

Global Campus Diversity and Inclusion Mission Statement

The Global Campus is committed to cultivating an inclusive environment where diversity can thrive and all are welcome to think, to speak, to learn, and to innovate. We are determined to build a better world by providing learning opportunities for students, educators, and staff.

Fall 2020 Action Items – Global Campus Diversity, Equity and Inclusion

Requested by the U of A Chancellor in September 2020

Developed and submitted by the Vice Provost for Distance Education and Head of the Global Campus

Diversity, Equity, and Inclusion Action Items for Global Campus

- Improve recruitment efforts/practices that align with U of A guidelines that promote equal opportunity, diversity and inclusion through more focused efforts.
 - Include Global Campus Diversity statement on all advertisements.
 - Experiment with blind search methods.
 - Identify new recruiting resources to effectively reach a more diverse population through research and networking.
- Emphasize diversity, equity, and inclusion by embedding it within our new strategic plan.
 - Create direct connections between new strategic goals and DEI.
 - Incorporate specific DEI strategic goals into the new plan.
 - Identify DEI metrics to accompany strategic goals.
- Analyze the use of inclusive marketing and student recruitment practices.
 - Perform a DEI audit of existing print, internet, and digital marketing materials.
 - Develop a process that ensures new marketing and recruiting messages show diversity, equity, and inclusion are valued.

Fall 2020 Suggestions from the Office of Diversity and Inclusion

Your suggestion to create a resource group can enhance each of your goals. Including the Student Voice reminds us to take a stance to be anti-racist, so continue to listen to students and consider their perspectives and input. Global Campus reaches a diverse population of students, so capitalize on those voices that represent our students near and far. We want to note that the Office of Diversity and Inclusion is also creating employee resource groups. GC may want to connect with Angela Mosley- Monts to explore what the ODE&I is doing in the area of resource groups.

Background – Global Campus Diversity and Inclusion

Efforts Underway

Summer 2020

- Used hiring practices that align with U of A guidelines that promote equal opportunity, diversity, and inclusion (increased our diverse hires)
- Increased D&I training for staff (Greater leadership encouragement in regard to participation in Diversity and Inclusion trainings and events).
- Maintained practices of workplace inclusiveness through hiring, training, and workspace (Diversity 365 Learning board and support for transitioning at work).
- Used inclusive marketing and student recruitment practices(ongoing)

Spring 2019

- On-site D&I training with Anne Shelly and Dr. Murphy-Erby.
- Billboards, TV and recruitment events are in place in the Arkansas Delta area to help recruit a more diverse online student population.
- Online education and non-credit training offer working adults the opportunity to advance in their careers, or start new ones, helping them to overcome barriers of time, location, and income, e.g. online degree programs and IT Readiness training.
- GC HR has improved recruitment efforts through advertisements aimed at protected classes and minorities.
- GC established a Diversity and Inclusion Committee in 2019 to enhance efforts and boost initiatives.
- GC building renovations help accommodate people with disabilities, gender differences/gender specific needs, etc.

GC Diversity and Inclusion Goals

Short-term Goals/Outcomes

Short-term objectives should be Specific-Measurable-Attainable-Relevant-Timely (SMART) Goals.

- Build awareness of Diversity and Inclusion efforts and initiatives
 - SMART goal: Post Diversity and Inclusion Plan and Mission Statement on the Global Campus website. GC leadership at staff meetings encourage staff to read and get involved.
- Train staff to be inclusive and accepting of diversity, to be more aware of how the things they say or do can affect others. Train staff about GC measures in place to facilitate inclusiveness, including gender-neutral, accessible restrooms.
 - SMART goal: Schedule and track training events
- Promote opportunities for GC staff to engage in campus-wide diversity and inclusion events and values
 - SMART goal: Announce to staff opportunities to enhance engagement with people of diverse backgrounds and to learn campus-wide

- diversity and inclusion values through campus events (e.g. multi-cultural center, D&I champions/ambassadors).
- Continue inclusive workplace practices that align with U of A and GC policies.
 - SMART goal: Provide facilities and workplace guidelines that are inclusive (e.g. gender-neutral, accessible bathroom facilities).
 - Continue inclusive hiring practices that align with U of A GC policies
 - SMART goal: GC hiring committees complete U of A search committee training; hiring committees base initial screenings on resumes, skills, portfolios (no photos of candidates to help reduce conscious and unconscious bias).
 - Practices include: (1) hire based on merit and suitability to the job, (2) diversity happens as a natural result of diversity and inclusion best practices and outreach, (3) everyone in the work environment is treated with respect, regardless of gender, income, education, race, orientation, etc.
 - SMART goal: GC hiring practices follow U of A policies and guidelines
 - Make GC policy clear where people can go if they have questions/needs/advice related to bias or inclusion. Emphasize diversity and inclusion in announcements of job postings.
 - SMART goal: HR announcements sent to GC staff regarding GC and U of A policy and the Diversity and Inclusion Plans
 - GC marketing and student recruitment efforts are inclusive
 - SMART goal: Photos in brochures, ads and websites represent a diverse population; advertising and recruitment events target geographic areas with diverse populations, e.g. Arkansas Delta

Mid-term Goals/Outcomes

Mid-term goals that can be accomplished while working toward long-term goals. Mid-term objectives should be Specific-Measurable-Attainable-Relevant-Timely (SMART) Goals.

- Promote D&I training to faculty, staff, students, the community, the state, and beyond
 - SMART goal: Offer D&I through a collaboration of Rogers and the Office of D&I and promote them through the University of Arkansas Professional and Workforce Development website.
- Provide more opportunities and better support for part-time employees who do not have the same benefits that full-time employees have.
 - SMART goal – Provide and track professional development and mentoring opportunities, provide access to educational content, allow them to participate in staff events (such as employee of the month)
- Continue training diversity and inclusion training for GC staff, existing and new.
 - SMART goal: Schedule and track training events
- Continue to ensure GC marketing and student recruitment efforts are inclusive
 - SMART goal: Photos in brochures, ads and websites represent a diverse population; advertising and recruitment events target geographic areas with diverse populations, e.g. Arkansas Delta

- Continue to provide employment practices that are inclusive and accessible
 - SMART goal: Create hiring guidelines that allow opportunities for flexible (to include remote work) work arrangements to help staff with young children and disabilities.

Long-term Goals/Outcomes

Goals that take significant time and patients to achieve.

- Build awareness of diversity and inclusion efforts and make it possible for all GC staff to contribute to solving issues
- Build a more diverse and inclusive GC team
- Represent the diversity of our state and world in our staff
- Build a positive workplace environment where everyone is welcomed and valued, regardless of their circumstances in life
- Nurture a workplace environment that facilitates the contributions of all members
- Build a culture of learning and growing to make the world a better place
- Make it possible to solve the core problems as to why we are not diverse
- Facilitate natural diversity and inclusion, without staff feeling forced

Diversity and Inclusion Resources

People

The GC Leadership Team, directors and staff will work to achieve D&I goals and outcomes. The personal commitment and experience of each employee will enhance D&I efforts. The GC D&I Committee will actively:

- Communicate with and be available to staff regarding concerns, ideas, needs, etc.
- Meet regularly and provide day-to-day D&I communications regarding events, activities, and actions.
- Support the GC Leadership Team.
- Collaborate with the Office of Diversity and Inclusion and its efforts.

GC also will work with people in other U of A units across campus, including the Office for Diversity and Inclusion, Human Resources, and the Office of Equal Opportunity and Compliance.

Other Resources

The GC will carry out D&I activities by using written plans, data collection, job postings, ads, training, GC website information, diversity.uark.edu information, and funding.