

Commitment to Diversity  
Diversity Action Plans  
Equal Opportunity Policies

Equal Opportunity Practices  
Inclusion Practices  
Diversity Recruitment for  
Students  
Diversity Recruitment for  
Staff/Faculty

Diversity Retention for Students  
Diversity Retention for  
Staff/Faculty  
Diversity Programs/Events  
Community Programs  
Diversity-promoting course  
options  
Diversity-promoting co-  
curricular activities

Diversity Training/Professional  
Development  
Diversity Outreach

Cornell  
Michigan State  
Ohio State  
Oregon State  
Pennsylvania State  
Purdue  
Texas A&M  
U. Arizona  
U. British Columbia  
U. California Davis  
U. California Irvine  
U. Connecticut  
U. Illinois Urbana-Champaign  
U. Maryland  
U. Michigan  
U. Minnesota  
U. Wisconsin

Term	Term Subdivisions	Notes
Diversity	Different types of colleges offered Diversity committees Diversity in co-curricular activities Diversity in courses offered Diversity Training Fundraising for diversity efforts Support for diversity conference attendance Diversity research/research programs, funding for it Culture centers, minority participation	Sports, clubs, community service, other voluntary efforts  Sexual harassment, bullying, advocate training
Recruitment	Online degree programs Student recruitment efforts - ambassador programs Staff recruitment efforts Partnerships/articulation agreements	Agreements between community and four-year colleges for transfers
Retention	Student retention efforts Staff retention efforts Mentoring programs for students and staff Groups for the underrepresented Speakers and presentations College activities Orientations Community Building/Involvement	
Recognition	Grants, scholarships, awards for staff and students	
Communication	Newsletters Meetings Handbooks	
Climate	Attitudes, standards Best practices development	
Equity	Equality, fairness, understanding Affirmative action, equal opportunity Dealing with discrimination	
Inclusion	Americans with Disabilities Act Voice of the students, staff	
Representation		
Accessibility		

CATEGORY	URL	DESCRIPTION
Commitment to Diversity	<a href="http://oregonstate.edu/leadership/strategicplan/">http://oregonstate.edu/leadership/strategicplan/</a>	Campus strategic plan that addresses diversity, but does not focus on it
Diversity Action Plan	<a href="http://extension.oregonstate.edu/employees/administrative-resources/honoring-diversity">http://extension.oregonstate.edu/employees/administrative-resources/honoring-diversity</a>	OSU Extension Services 'Honoring Diversity' - also outlines diversity action plans
	<a href="http://oregonstate.edu/main/mission">http://oregonstate.edu/main/mission</a>	Mission Statement that mentions social progress as a goal
	<a href="http://oregonstate.edu/counsel/our-commitment-diversity">http://oregonstate.edu/counsel/our-commitment-diversity</a>	Counseling And Psychological Services (CAPS) commitment to diversity
	<a href="http://oregonstate.edu/diversity/DAP/2007_OSU_CA_MPUS_DIVERSITY_ACTION_PLAN.pdf">http://oregonstate.edu/diversity/DAP/2007_OSU_CA_MPUS_DIVERSITY_ACTION_PLAN.pdf</a>	Diversity Action Plan Executive Summary
Equal Opportunity Policies	<a href="http://oregonstate.edu/research/ROClimateDiversity.pdf">http://oregonstate.edu/research/ROClimateDiversity.pdf</a>	Research Office Climate and Diversity Action plan
	<a href="http://oregonstate.edu/fa/diversity.html">http://oregonstate.edu/fa/diversity.html</a>	The <b>Finance and Administration</b> Diversity Action Plan Workgroup has worked closely with the F&A community in building the framework for advancing the diversity initiative in the division. The Workgroup challenged division employees and leadership to engage and move beyond traditional thinking about diversity through creating work partnerships, both within departments and inter-departmental. This has involved training, employee surveys, creation of action plans at the department and division levels, and creation of inter-departmental program teams.
	<a href="http://oregonstate.edu/diversity/plans.html">http://oregonstate.edu/diversity/plans.html</a>	List of diversity action plans for the different colleges
Equal Opportunity and Inclusion Practices	<a href="http://oregonstate.edu/oei/osu-policy-nondiscrimination-basis-disability">http://oregonstate.edu/oei/osu-policy-nondiscrimination-basis-disability</a>	OSU Policy of Nondiscrimination on the basis of disability
	<a href="http://oregonstate.edu/oei/osu-discrimination-and-harassment-policies">http://oregonstate.edu/oei/osu-discrimination-and-harassment-policies</a>	Discrimination and Harassment Policies
Equal Opportunity and Inclusion Practices	<a href="http://oregonstate.edu/oei/">http://oregonstate.edu/oei/</a>	<p><b>Office of Equity and Inclusion:</b> The Office of Equity and Inclusion is committed to success for the entire campus community through equality, fairness, and understanding. Our work is guided by three principles:</p> <p>Equity—Ensuring equality of opportunity in all that we do. We strive to ensure equality in terms of the opportunity to become a member of the Oregon State University learning and working community; in one's opportunity to participate in and contribute to the work; in one's opportunity to participate in and benefit from the programs, services, and activities; and in terms of the communities of the state that are served by the University.</p> <p>Inclusion—Working together to create an organization that enables success for everyone with whom we interface. We create and sustain this environment through interpersonal interactions that explicitly support and affirm the inherent dignity and uniqueness of individuals and communities, and through institutional efforts that address systemic barriers to inclusion.</p> <p>Diversity—Recognizing that a diversity of people, perspectives, experiences, and thought is essential to a compelling research, scholarship, and learning environment. We aim to develop policies and practices that promote and enhance diversity in all University endeavors, striving to benefit maximally from our different ideas, perspectives, and ways of being, knowing, and doing.</p>
	<a href="http://oregonstate.edu/wage/">http://oregonstate.edu/wage/</a>	<p>We at the <b>Women's Advancement and Gender Equity</b> office strive to create a climate change that supports equality for faculty, staff and students. To accomplish this mission the office will:</p> <p>provide professional development opportunities for the preparation and support of women on the OSU campus.  promote the visibility, recognition, and advancement of women qualified by education, experience, and personal characteristics for leadership position in higher education.  work to eliminate barriers to women's achievement in higher education.</p>
Equal Opportunity and Inclusion Practices	<a href="http://oregonstate.edu/dept/dpd/">http://oregonstate.edu/dept/dpd/</a>	<p>The <b>Difference, Power, and Discrimination Program</b> works to create a more inclusive curriculum that addresses issues of race, class, gender, sexual identity, and other institutionalized systems of inequality. The Program provides faculty with the education and resources needed to develop or modify courses focused on issues of difference, power and discrimination.</p> <p><b>Disability Access Services</b> Has the Responsibility to:</p>
	<a href="http://ds.oregonstate.edu/home/">http://ds.oregonstate.edu/home/</a>	<p>Determine reasonable accommodations as supported by the submitted documentation and in collaboration with the student.  Ensure that students receive appropriate and reasonable accommodations.  Support faculty members by providing accommodations as needed.  Provide specific reasonable accommodations such as a reader, a scribe, use of a word processor, or a sign language interpreter.  Provide alternate format to students whose documentation supports a need for it.</p>
Equal Opportunity and Inclusion Practices	<a href="http://oregonstate.edu/leadership/pcosw/">http://oregonstate.edu/leadership/pcosw/</a>	<p><b>The President's Commission on the Status of Women</b> (PCOSW) was established at Oregon State University in 1972.</p>
	<a href="http://oregonstate.edu/womenscenter">http://oregonstate.edu/womenscenter</a>	<p>As an independent commission responsible to the President, the PCOSW advises the President and other administrators regarding the status of women within the University. The PCOSW is composed of a cross-section of the University community, both men and women, including faculty, staff, and students.</p> <p>Our vision at the <b>Women's Center</b> is to be a catalyst for equity and social justice for OSU, the Corvallis community and beyond.</p> <p>Helping students identify their personal values, be accepting of differing viewpoints, and celebrating diversity  Empowering OSU community members to identify strategies for affecting positive change  Generating information to raise awareness about campus climate, values, and practices  Developing an environment at OSU where each student receives the support, resources and encouragement necessary to complete their educational goals  Creating a campus environment free of sexual, physical and emotional violence and harassment</p>

<p>Recruitment: Students <a href="http://enr.oregonstate.edu/wme/">http://enr.oregonstate.edu/wme/</a></p>	<p>At <b>OSU Engineering</b>, we are committed to making engineering careers and research accessible to people with diverse backgrounds, beliefs, gender, and ethnic origins. Through diversity, we all benefit and grow, which is why we are continually looking for new ways to engage historically underrepresented populations and people of color in our engineering programs. Together, we all help build a better future for the whole world.</p>
	<p>Historically, young women and minorities have not been encouraged to pursue careers in engineering, yet engineering can be extremely fulfilling and rewarding. We're committed to bringing more woman and minorities to OSU to become tomorrow's engineers through our three pronged approach of Recruitment, Retention and Research.</p>
	<p><a href="http://oregonstate.edu/ua/ncs/archives/2010/oct/osu-launches-new-program-improve-recruitment-retention-lgbt-students-science-and-e">http://oregonstate.edu/ua/ncs/archives/2010/oct/osu-launches-new-program-improve-recruitment-retention-lgbt-students-science-and-e</a></p>
	<p>OSU is establishing the first West Coast academic chapter of the National Association of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP).</p>
	<p>Having the program on campus will enhance the university's ability to attract, recruit, and retain LGBT students into our science, engineering, and Land, Sea, Sun, and Space Grant programs.</p>
	<p><a href="http://www.ous.edu/dept/collegeaccess">http://www.ous.edu/dept/collegeaccess</a></p>
	<p>The <b>Office of College Access Programs</b>, which is part of the department of Student Success Initiatives in the Academic Strategies division, houses two federally funded programs: the state's College Access Challenge Grant (CACG) Program and Gaining Early Awareness and Readiness for Undergraduate Program (Oregon GEAR UP). These two programs work in concert to increase the number of traditionally underrepresented students, namely low-income, who are prepared to enter and succeed in college. The College Access Challenge Grant was awarded to the State of Oregon, and the Oregon University System coordinates the grant activity for the state, in collaboration with all postsecondary sectors in the state.</p>
	<p>Affirmative Action Recruitment and Hiring Resources, including Advertising &amp; Recruiting Resources Affirmative Action Search Advocate Program Search and Screen Strategies for Diversity and Inclusion Waiver of Search - Policy/Procedure and FAQs</p>
<p>Recruitment: Staff <a href="http://oregonstate.edu/oei/hiring">http://oregonstate.edu/oei/hiring</a></p>	
	<p><a href="http://extension.oregonstate.edu/sites/default/files/for-employees/administrative-resources/diversity/Recruiting_Faculty_of_Color_and_Women_.pdf">http://extension.oregonstate.edu/sites/default/files/for-employees/administrative-resources/diversity/Recruiting_Faculty_of_Color_and_Women_.pdf</a></p>
	<p>PDF that focuses on resources and recruitment for faculty of color; small section on retention as well</p>
	<p><a href="http://oregonstate.edu/admin/hr/jobs">http://oregonstate.edu/admin/hr/jobs</a></p>
	<p>Recruitment and selection resources: has PDF on hiring philosophy and principles</p>
	<p>OSU has an institution-wide commitment to diversity, multiculturalism and community. We actively engage in recruiting and retaining a diverse workforce and student body that include members of historically underrepresented groups. We strive to build and sustain a welcoming and supportive campus environment. OSU provides outstanding leadership opportunities for people interested in promoting and enhancing diversity, nurturing creativity and building community.</p>
	<p>Academic Success Programs: Oregon State University is dedicated to providing undergraduate residential education of the highest quality and to fostering a love of learning in every member of its community. The quality of the out-of-the-classroom experience is an essential measure of success in educating our residential students.</p>
<p>Retention: Students <a href="http://oregonstate.edu/uhs/success">http://oregonstate.edu/uhs/success</a></p>	<p>University Housing &amp; Dining Services has established several cooperative partnerships with academic departments on the OSU campus. With the focus on academic success and student retention we believe our Residential Learning/Theme Communities provide students with opportunities for connecting in-class learning to our residential education efforts.</p>
	<p><a href="http://oregonstate.edu/ase/">http://oregonstate.edu/ase/</a></p>
	<p>Reporting to the Senior Vice Provost for Academic Affairs, the Associate Provost for <b>Academic Success and Engagement</b> works in close partnership with academic units and the Faculty Senate to guide the vision, development and implementation of university-wide academic success and engagement initiatives in undergraduate studies. The Associate Provost also provides leadership for OSU's academic support and faculty development programs within the Division of Academic Affairs and coordinates university-wide initiatives in academic advising.</p>
	<p><a href="http://osufoundation.org/fundraisingpriorities/facilities/ssc/">http://osufoundation.org/fundraisingpriorities/facilities/ssc/</a></p>
	<p>News article regarding the construction of the Student Success Center: "This facility and the programs in it are for all students from all backgrounds and all parts of the university. When it comes to student success, nobody is privileged and nobody is excluded. If you enroll here, our expectation is that you will succeed."</p>
	<p>Academic Success Center: We are a student-centered, friendly place where students can come for assistance and to get questions answered. Our services include the following:</p>
	<p>Academic Coaching—well trained peer coaches can help students achieve academic success Academic Learning Services—ALS offers courses in support of student success (Academic Success, Career Decision Making) as well as orientation and skills development Peer Education Training—The ASC offers training for tutors, Supplemental Instruction leaders, and academic coaches Summer Bridge Experiences—The ASC is home to the BEST Summer Bridge Program for student athletes and to the September Scholars Bridge Program, which assists students in their transition to the university Supplemental Instruction—offers group tutoring/study table support in high-risk classes University Exploratory Studies Program—advising for students who have decided to explore majors Writing Center—provides writing support enabling students at all levels to function effectively, efficiently, and confidently in an academic environment Information and Referral—Just stop by with your questions or needs, and we'll connect you to the right office!</p>

	<p><a href="http://oregonstate.edu/admin/aa/ir/retention-degree-graduation-reports#Ret%20Grad%20rates">http://oregonstate.edu/admin/aa/ir/retention-degree-graduation-reports#Ret%20Grad%20rates</a></p> <p>Retention, degree, and graduation reports</p>
	<p><a href="http://oregonstate.edu/dept/camp/home">http://oregonstate.edu/dept/camp/home</a></p> <p>"To provide educational and support services including outreach efforts to eligible migrant and seasonal farm workers and their children during their first year of college"</p> <p>GOAL 1: To support the success of migrant and seasonal farm worker students by helping them to enroll in and complete their first year of college.</p> <p>GOAL 2: To increase the persistence of CAMP students during their second year in college and achievement of postsecondary degree.</p> <p>The <b>College Assistance Migrant Program (CAMP)</b> is a federally-funded program designed to support students whose history includes migrant/seasonal agricultural work. The program provides financial and academic support to first-year freshman students with the goal of preparing them for further success in college.</p>
	<p><a href="http://oregonstate.edu/diversity/mentoring_program.html">http://oregonstate.edu/diversity/mentoring_program.html</a></p> <p>There are several mentoring programs on OSU's campus, each serving a segment of the population. In addition, the Office of Community and Diversity has a general mentoring program that allows students, staff, and faculty to be mentored by others on campus. We collaborate with many of the other mentoring programs on campus to expand opportunities and to support your mentoring journey. <b>APPLIES TO STAFF AS WELL</b></p>
Retention: Staff	<p><a href="http://oregonstate.edu/ua/ncs/archives/2010/may/osa-announces-plans-add-faculty-build-endowment-retain-top-professors">http://oregonstate.edu/ua/ncs/archives/2010/may/osa-announces-plans-add-faculty-build-endowment-retain-top-professors</a></p> <p>News article: Oregon State University leaders have unveiled an ambitious plan to invest \$3.5 million in 25-30 new faculty positions in priority areas over the next year and \$1 million in a novel endowment program aimed at helping to retain the university's best faculty through more competitive salaries.</p>
	<p><a href="http://oregonstate.edu/senate/committees/other/faccomp/finalreport/report.html">http://oregonstate.edu/senate/committees/other/faccomp/finalreport/report.html</a></p> <p>Comparison charts on faculty salaries at OSU versus other colleges; done by the Issue Group on Faculty Compensation. To assure quality at Oregon State University, it is essential that employee compensation and academic infrastructure are maintained at levels that will promote scholarship, support instructional programs, encourage retention of our best employees, and help sustain and improve academic quality. The following principles are presented as a means of achieving these objectives that underpin the institution's goals of becoming a top-tier university, providing our students with a compelling learning experience, and making the state of Oregon our campus.</p>
Diversity Programs/Co-Curricular Activities	<p>The <b>Office of Community and Diversity</b> assists the University in promoting cultural diversity, awareness, and sensitivity throughout the campus community. It provides leadership in promoting an environment responsive to the diversity of groups represented at OSU. Its programs, services, and activities promote cultural identity within a multicultural environment, and encourage and support cooperative and collaborative relationships within the university community and the university's external stakeholders.</p>
	<p>The <b>Department of Ethnic Studies</b> contributes to the mission and values of Oregon State University by:</p> <ul style="list-style-type: none"> <li>Offering a comprehensive major leading to a BA or BS degree in Ethnic Studies</li> <li>Offering a comprehensive minor that complements numerous fields of study</li> <li>Offering graduate work in conjunction with the Master of Interdisciplinary Studies Degree</li> </ul>
	<p><a href="http://oregonstate.edu/cia/ethnic_studies/">http://oregonstate.edu/cia/ethnic_studies/</a></p> <ul style="list-style-type: none"> <li>Expanding the knowledge base of the University and its ability to provide a compelling multicultural education to all students</li> <li>Expanding the knowledge base of the University as it relates to a global vision of social justice</li> <li>Contributing to the university's ability to prepare students for effective participation in an ethnically complex and increasingly diverse society</li> <li>Developing our students' skills in critical thinking and communication and their ability to apply these skills to situations requiring sensitivity to diversity</li> <li>Encouraging the expansion of ethnic minority faculty and students on campus</li> <li>Creating a bridge between the state's ethnic minority communities and OSU</li> </ul>
	<p><a href="http://oregonstate.edu/dept/apia/">http://oregonstate.edu/dept/apia/</a></p> <p>The over arching goals of <b>Asian and Pacific Islander American Student Services</b> are to facilitate the outreach and engagement with community, and the access, development, retention, academic advancement, and graduation of Asian &amp; Pacific Islander American students including multi-racial and multi-identity students.</p>
	<p><a href="http://oregonstate.edu/groups/afapc/index.html">http://oregonstate.edu/groups/afapc/index.html</a></p> <p>The <b>Association of Faculty for the Advancement of People of Color</b> strives to be a mutually supportive coalition of individuals committed to making Oregon State University a more inclusive environment where People of Color can better thrive and succeed personally and professionally. In order to carry out this mission, we acknowledge ourselves as individuals who bring unique and valuable experiences that strengthen Oregon State University and enhance its ability to carry out its mission.</p>
	<p>Goals of <b>CASA Latina/o de OSU</b>:</p> <ol style="list-style-type: none"> <li>1. Create and implement leadership development programs.</li> <li>2. Increase Latino enrollment at OSU each year.</li> <li>3. Create more recruitment/outreach events specific to the Latino community.</li> <li>4. Collaborate with off campus organizations to help bring resources to campus.</li> <li>5. Promote unity amongst the student organizations.</li> <li>6. Provide professional development for students.</li> <li>7. Work with the Offices of Admissions, Financial Aid, &amp; University Housing &amp; Dining and their web site to better serve Latino/Chicano/Hispanic students.</li> <li>8. Work closely with Latino-based student organizations to better understand the needs &amp; concerns of the students.</li> <li>9. Participate in a learning community with the Intercultural Student Services staff.</li> <li>10. Work closely with University leadership to better serve students by advocating for the hiring of more Latino faculty and staff.</li> <li>11. Increase the number of Latina/o high school students visiting campus.</li> <li>12. Increase collaboration with resource centers, cultural centers and academic departments.</li> <li>13. Create high impact learning opportunities through internships and service learning opportunities.</li> <li>14. Increase the number of students participating in the annual Si Se Pudo, Latino graduation.</li> </ol>
	<p><a href="http://oregonstate.edu/dept/casa/home">http://oregonstate.edu/dept/casa/home</a></p> <p>The <b>Diversity Development Office</b> is responsible for the four Cultural Centers at Oregon State University. This includes the Asian &amp; Pacific Cultural Center, the Lonnie B. Harris Black Cultural Center, Centro Cultural Cesar Chavez, and the Native American Longhouse. The Centers are committed to the retention of underrepresented students by providing facilities, events, activities, support services, and leadership development opportunities for students.</p>
	<p><a href="http://oregonstate.edu/diversitydevelopment/">http://oregonstate.edu/diversitydevelopment/</a></p>

	<a href="http://oregonstate.edu/dept/indian/">http://oregonstate.edu/dept/indian/</a>	<p>The <b>Office of American Indian Initiatives</b> is charged with the following:          Developing and implementing strategic plans for the recruitment of American Indian students.          Creating and implementing specific programs and events to enhance the University's visibility in reservation communities.          Adhering to, and upgrading the management of Tribal relationships, and Memorandums of Understanding that exist with the Nine Sovereigns of Oregon as pursuant to Executive Order #EO-96-30.          Maintaining liaisons with other campus programs and units, community groups, regional and national Indian organizations.          Serving as the central access point for on-campus programs, Tribal education contractors, prospective students and parents, and others seeking information or services on or for American Indian students.</p>
	<a href="http://oregonstate.edu/dept/iss/">http://oregonstate.edu/dept/iss/</a>	<p><b>Intercultural Student Services</b> is committed to the access and retention of underrepresented and multiple identity students by providing facilities, cultural programs, activities, support services, and leadership development opportunities.</p>
	<a href="http://oregonstate.edu/dept/ujima/?page_id=2">http://oregonstate.edu/dept/ujima/?page_id=2</a>	<p>The purpose of the <b>Ujima Education Office</b> is to assist African/African American students with their development culturally, educationally, and socially. Retention is the heart of Ujima and recruitment is the natural extension. Promoting campus based groups and programs are essential. Equally important is fostering relationships within Corvallis and surrounding communities to help build an exciting atmosphere for recruitment.</p>
	<a href="http://oregonstate.edu/lgbtqqia/">http://oregonstate.edu/lgbtqqia/</a>	<p>The <b>LGBT Services Office</b> supports Oregon State University in meeting the specific academic, social, and cultural needs of Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, and Allied (LGBTQQIA) students, prospective and current. Retention of LGBTQQIA students is the primary goal of the LGBT Services Office. Promoting campus based groups who educate and raise awareness about sexual and affectional orientation and identities is an essential component of the program. Equally important is the goal of fostering relationships within Corvallis and across surrounding communities to help build relationships through which LGBTQQIA students can thrive as they pursue future educational, career, and life goals.</p> <p>The LGBT Services Office works to empower all students by fostering opportunities to think critically, receive information, share knowledge and to sustain an educational environment in which each student has the support needed to shape unique identities. Growth is a natural progression of curricular and co-curricular experiences and the LGBT Services Office assists students with such growth processes through mentoring, advising, interaction and commitment.</p>
	<a href="http://oregonstate.edu/pridecenter/">http://oregonstate.edu/pridecenter/</a>	<p>The <b>Pride Center</b> provides programs and support services for lesbian, gay, bisexual, transgender, queer, questioning, intersex, and asexual members of the OSU community and their allies (LGBTQQIAA). The Pride Center affirms the identities and empowers the lives of people who are LGBTQQIAA by providing education, outreach, program support, consultation, community development, visibility and advocacy. The Pride Center is a safe space for all members of our community to explore aspects of sexual orientation and gender identity in an open and non-judgmental atmosphere.</p>
	<a href="http://oregonstate.edu/sli/teamliberation/">http://oregonstate.edu/sli/teamliberation/</a>	<p>Oregon State University's student-led human relations facilitator group, <b>Team Liberation</b>: It is our mission to provide safe spaces for respectful communication related to issues surrounding social justice including race, gender, sexual orientation, class, religion, age, and ability.</p>
	<a href="http://extension.oregonstate.edu/employees/administrative-resources/honoring-diversity">http://extension.oregonstate.edu/employees/administrative-resources/honoring-diversity</a>	<p>In the <b>Oregon State University Extension Service</b>, we seek to understand each other and move beyond simple tolerance to embrace and celebrate the diversity within each of us. This can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. To do this, we need to provide a safe, positive, and nurturing environment. <b>Has great list of policies and resources</b></p>
	<a href="http://oregonstate.edu/international/">http://oregonstate.edu/international/</a>	<p><b>International Programs</b> seeks to foster, coordinate and advocate for programs and services that have an international dimension; identifies opportunities and serve as a nexus for international education, research and outreach activities; and acts as a creative catalyst to help OSU become a premier international university, with its mission reflecting global interdependence and the increasingly international basis of Oregon's economy.</p>
Community Programs	<a href="http://oregonstate.edu/cce/about-us">http://oregonstate.edu/cce/about-us</a>	Center for Civic Engagement: connects OSU students, faculty, and staff to meaningful service learning opportunities that enhance our surrounding community.
Diversity Curriculum	<a href="http://oregonstate.edu/ap/curriculum/baccore.html">http://oregonstate.edu/ap/curriculum/baccore.html</a>	Baccalaureate Core includes cultural diversity, social processes, and difference/power/discrimination requirements
Diversity Training	<a href="http://oregonstate.edu/research/ROClimateDiversity.pdf">http://oregonstate.edu/research/ROClimateDiversity.pdf</a>	Lists Diversity Training key accomplishments (assortment of required attendance presentations) but also lists the goal to Establish a Training and Development implementation team that is empowered to facilitate the necessary actions, or will bring such items to the attention of the Leadership Team or other appropriate group or person, to fulfill the goal.
	<a href="http://oregonstate.edu/oei/training/advocate">http://oregonstate.edu/oei/training/advocate</a>	The role of Search Advocate is intended to further advance OSU's commitment to equal opportunity principles, affirmative action practices, and diversity values.
Diversity Outreach	<a href="http://extension.oregonstate.edu/sites/default/files/or-employees/administrative-resources/diversity/2011_oe_diversity_action_plan.pdf">http://extension.oregonstate.edu/sites/default/files/or-employees/administrative-resources/diversity/2011_oe_diversity_action_plan.pdf</a>	Outreach and Engagement Diversity Action Plan
	<a href="http://extension.oregonstate.edu/about/who-we-are">http://extension.oregonstate.edu/about/who-we-are</a>	OSU Extension faculty work with business people, growers, foresters, youth, and community leaders. They see first-hand what's working, and what's not working, in Oregon communities. Extension educators consult with scientists at Oregon State University, where they focus their research on the real issues important to real people. Results from that research circle back to the community through Extension programs. Knowledge grows from this cycle of reaching out and engaging the people who use it.
	<a href="http://oregonstate.edu/international/studyabroad/students/diversity">http://oregonstate.edu/international/studyabroad/students/diversity</a>	Education Abroad: International Degree and Education Abroad is committed not only to increasing the diversity of OSU students benefiting from an international experience, but also to expanding program offerings to include underrepresented locations.

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.cornell.edu/diversity/history/policies.cfm">http://www.cornell.edu/diversity/history/policies.cfm</a>	Cornell University is committed to being an equal opportunity employer and educator, as reflected in the university's Equal Employment and Education Policy. To carry out its commitment, the university has established a procedure for individuals who feel they have experienced discrimination, including harassment based on an aspect of diversity protected by law. Policy 6.4, Prohibited Discrimination and Protected Status (Including Sexual) Harassment, outlines the university's commitment to equal employment and education and the procedures supporting this commitment.
	<a href="http://www.cornell.edu/diversity/statement.cfm">http://www.cornell.edu/diversity/statement.cfm</a>	Statement on Diversity: "I would found an institution where any person can find instruction in any study." This statement, made by Ezra Cornell in 1865, proclaims Cornell University's enduring commitment to inclusion and opportunity, which is rooted in the shared democratic values envisioned by its founders. We honor this legacy of diversity and inclusion and welcome all individuals, including those from groups that historically have been marginalized and previously excluded from equal access to opportunity.
Diversity Action Plans	<a href="http://www.cornell.edu/diversity/policies/publications.cfm">http://www.cornell.edu/diversity/policies/publications.cfm</a>	Links to the Annual Affirmative Action and Workforce Inclusion Plan, College of Human Ecology Diversity Plan, Report on Progress Toward Equity and Inclusion, University Factbook
	<a href="http://www.cornell.edu/strategicplan/objectives.cfm">http://www.cornell.edu/strategicplan/objectives.cfm</a>	Strategic plan that addresses the need for a diverse student body, faculty, and curriculum
Equal Opportunity Policies	<a href="http://www.cornell.edu/diversity/policies/policies.cfm">http://www.cornell.edu/diversity/policies/policies.cfm</a>	Policies on Equal Education and Employment, Prohibited Discrimination, Protected Status Harassment, Bias Activity
Equal Opportunity and Inclusion Practices	<a href="http://www.cornell.edu/diversity/offices/offices.cfm">http://www.cornell.edu/diversity/offices/offices.cfm</a>	List of College Diversity Offices: University Diversity Council, Office of the Dean of Students, Office of Workforce Diversity & Inclusion, and individual colleges with diversity programs
	<a href="http://www.cornell.edu/diversity/offices/council.cfm">http://www.cornell.edu/diversity/offices/council.cfm</a>	In December 2006, Cornell University announced the formation of a University Diversity Council. The Executive Committee of the Council is co-chaired by the President and the Provost. It meets several times each year to review and revise diversity goals and strategies for the campus. A Working Group of the Council meets monthly. It is responsible for identifying opportunities and implementing strategies. The Working Group also holds frequent public meetings, which provide critical opportunities to engage with campus and local communities. List of events available.
	<a href="http://www.johnson.cornell.edu/About/Office-of-Diversity-Inclusion.aspx">http://www.johnson.cornell.edu/About/Office-of-Diversity-Inclusion.aspx</a>	Office of Diversity and Inclusion Goals: Attract – Build a community of students, faculty and staff that is representative of diverse groups and reflects the diversity of global business. Develop – Provide thought leadership and training on critical diversity issues to create global leaders. Support – Create an environment of inclusion where all individuals feel supported and valued.
Student Retention and Recruitment	<a href="http://www.advance.cornell.edu/index.html">http://www.advance.cornell.edu/index.html</a>	Cornell University is committed to diversity and gender equity and to an institutional environment where all faculty can achieve their greatest potential in research, education, and service. Despite the University's commitment, gender diversity remains a significant problem that affects the quality of our enterprise. Over the five year life of the ADVANCE grant, we aim to achieve 20% women faculty in each S&E department. This level will move the representation of women from token status to a critical mass in each department, the environment that most determines faculty daily life. Our longer-term objective is that a third of our S&E faculty be women by 2015, Cornell's sesquicentennial.
	<a href="http://www.cornell.edu/diversity/whatarewedoing/students.cfm">http://www.cornell.edu/diversity/whatarewedoing/students.cfm</a>	List of all the recruitment and retention actions being done to promote diversity for students
Staff Retention and Recruitment	<a href="http://www.cornell.edu/diversity/whatarewedoing/funding.cfm">http://www.cornell.edu/diversity/whatarewedoing/funding.cfm</a>	List of funding opportunities to increase diversity
	<a href="http://www.cornell.edu/diversity/whatarewedoing/staff.cfm">http://www.cornell.edu/diversity/whatarewedoing/staff.cfm</a>	List of all the recruitment and retention actions being done to promote diversity for staff
	<a href="http://www.cornell.edu/diversity/howarewedoining/awards.cfm">http://www.cornell.edu/diversity/howarewedoining/awards.cfm</a>	List of campus priorities when it comes to staff/faculty and awards the college has won in regards to it as a workplace

	<a href="http://www.advance.cornell.edu/retention.html">http://www.advance.cornell.edu/retention.html</a>	List of best practices for retention. This page is designed to provide Department Chairs, Deans, and all interested faculty with specific tools and ideas for effective mentoring and retention practices. You will find general resources for departments and for mentors and new faculty members, as well as guidelines and best practices collected from various colleges at Cornell University.
	<a href="http://www.advance.cornell.edu/recruitment.html">http://www.advance.cornell.edu/recruitment.html</a>	Our recruitment resources offer Department Chairs, Search Chairs and any faculty members participating in faculty searches with specific tools and ideas for planning, conducting, and evaluating searches, and cover topics such as establishing search committees, planning, conducting and evaluating searches, and minimizing bias in the search process. These resources are not mandated by Cornell University, but are strongly encouraged as best practices with proven positive outcomes. The resources featured here are based on research and institutional data which highlight successful implementation strategies of these best practices.
	<a href="http://hr.cornell.edu/about/wdi.html">http://hr.cornell.edu/about/wdi.html</a>	Workforce Diversity and Inclusion: The Office of Workforce Diversity and Inclusion was established in January 2000 to provide leadership to the Cornell community in the areas of equal opportunity, affirmative action, diversity, and the "balance" between work and personal life. The office serves as a liaison to local community organizations that address the employment interests of individuals from traditionally underrepresented groups.
	<a href="http://www.advance.cornell.edu/mentoring.html">http://www.advance.cornell.edu/mentoring.html</a>	Resources for mentors and mentees
	<a href="http://www.joe.org/joe/1998february/a1.php">http://www.joe.org/joe/1998february/a1.php</a>	Strategies for recruiting a diverse workforce are illustrated by case examples from the three stages in Cornell Cooperative Extension's staffing process. Organizational change to address diversity and pluralism requires a change in organizational culture. In the process of recruiting staff from diverse backgrounds, Cornell Cooperative Extension is creating new rules to become more inclusive. Implications indicate that retaining staff from diverse backgrounds needs to be as high a priority as recruiting them. Preparing the workplace to support staff from diverse backgrounds requires greater attention. Changing organizational behavior is the first step in creating a workplace that supports diversity and pluralism. Strategies for helping organizations become more inclusive are reviewed.
Alumni Retention and Recruitment	<a href="http://www.cornell.edu/diversity/whatarewedoing/alumni.cfm">http://www.cornell.edu/diversity/whatarewedoing/alumni.cfm</a>	List of all the recruitment and retention actions being done to promote diversity for alumni
Diversity Programs/Curricular activities	<a href="http://www.cornell.edu/diversity/whatarewedoing/climate.cfm">http://www.cornell.edu/diversity/whatarewedoing/climate.cfm</a> <a href="http://dos.cornell.edu/support/our_programs.cfm">http://dos.cornell.edu/support/our_programs.cfm</a>	List of programs to promote an environment that embraces and engages racial, ethnic, religious, gender, sexuality, class, and nationality differences. List includes LGBT Resource Center, Council on Mental Health and Welfare, all the Multicultural Student Programs, Diversity Courses offered, Residential Program Houses, Urban Scholars program, Women's Resource Center, Cornell United Religious Work, International Students and Scholars Office, Disability Accommodation, Bias Response Program, Alumni Affinity Groups, and President's Council of Cornell Women
	<a href="http://www.hr.cornell.edu/diversity/fostering/">http://www.hr.cornell.edu/diversity/fostering/</a>	List of diversity programs from the Dean of Students Office
Community Programs	<a href="http://www.cornell.edu/diversity/whatarewedoing/community.cfm">http://www.cornell.edu/diversity/whatarewedoing/community.cfm</a>	Fostering an Inclusive Environment programs
Course Options	<a href="http://www.cornell.edu/diversity/whatarewedoing/climate.cfm#courses">http://www.cornell.edu/diversity/whatarewedoing/climate.cfm#courses</a>	List of how Cornell is working to assist with addressing diversity issues outside of the university
Diversity Training	<a href="http://www.ilr.cornell.edu/hcd/dm.html">http://www.ilr.cornell.edu/hcd/dm.html</a>	List of diversity certifications, programs, and workshops. Cornell was one of the nation's first universities to develop and promote diversity, inclusion, and EEO programs that would address the need for organizations to apply good diversity management to promote justice, well-being, and business effectiveness. It is the only university to have a practice group dedicated to the study and practice of EEO, diversity, and inclusion.
Diversity Outreach	<a href="http://www.cornell.edu/outreach/programs/search_results.cfm?SUB=90">http://www.cornell.edu/outreach/programs/search_results.cfm?SUB=90</a>	Cornell ILR has led the way by providing focused, relevant training that meets the professional development needs of diversity professionals in learning strategies that link diversity to organizational performance.
		List of outreach programs that address diversity



KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.inclusion.msu.edu/">http://www.inclusion.msu.edu/</a>	Advancing not only diversity — but also inclusion—requires commitment, leadership and the participation of the entire campus community. DIVERSITY is defined as the state or quality of being different and as individuals we are all uniquely different. To be an INCLUSIVE campus is to RESPECT and VALUE differences and to encourage and create opportunities to capitalize on those differences. A truly inclusive institution benefits all, both educationally and professionally, at MSU and beyond.
	<a href="http://inclusivity.msu.edu/heritage/index.php">http://inclusivity.msu.edu/heritage/index.php</a>	A timeline of MSU's history of heritage and how it has shown itself to be a diverse campus
	<a href="http://inclusivity.msu.edu/profiles/">http://inclusivity.msu.edu/profiles/</a>	Different stories from assorted people from the MSU community discussing how the campus made them feel welcome
	<a href="http://president.msu.edu/statements/diversity-inclusion/">http://president.msu.edu/statements/diversity-inclusion/</a>	President's statement on diversity and inclusion
	<a href="http://boldnessbydesign.msu.edu/08comparison.asp">http://boldnessbydesign.msu.edu/08comparison.asp</a>	University Measures and Indicators, including retention rates, inclusiveness
	<a href="http://boldnessbydesign.msu.edu/key-accountability-indicators.asp">http://boldnessbydesign.msu.edu/key-accountability-indicators.asp</a>	List of accountability indicators, which includes retention, diversity, and inclusiveness
Diversity Action Plans	<a href="http://boldnessbydesign.msu.edu/imperatives2.asp">http://boldnessbydesign.msu.edu/imperatives2.asp</a>	Strategic Imperative 2: Plan to enrich community, economic, and family life through research, outreach, engagement, entrepreneurship, innovation, diversity, and inclusion
	<a href="http://boldnessbydesign.msu.edu/documents/BbDImperative2_000.pdf">http://boldnessbydesign.msu.edu/documents/BbDImperative2_000.pdf</a>	Document by the Community Task Force for enriching the community
	<a href="http://boldnessbydesign.msu.edu/documents/bbd-annual-report-08-09.pdf">http://boldnessbydesign.msu.edu/documents/bbd-annual-report-08-09.pdf</a>	Most recent annual report on patterns of progress
	<a href="http://provost.msu.edu/planning/documents/WACPSummaryof3KeyIssueCommitteeReports3_14_08.pdf">http://provost.msu.edu/planning/documents/WACPSummaryof3KeyIssueCommitteeReports3_14_08.pdf</a>	Report on issues affecting recruitment, retention, and research productivity of women, has list of recommendations
Equal Opportunity Policies	<a href="http://www.inclusion.msu.edu/Equity/index.html">http://www.inclusion.msu.edu/Equity/index.html</a>	Anti-Discrimination Policy, Sexual Harassment Policy, Additional University Policies links
Equal Opportunity and Inclusion Practices	<a href="http://www.inclusion.msu.edu/Equity/index.html">http://www.inclusion.msu.edu/Equity/index.html</a>	The Office for Inclusion is charged with ensuring compliance with the Michigan State University's Anti-Discrimination Policy, state and federal equal opportunity laws. The Office: SHAPES policies and procedures related to equal opportunity and non-discrimination issues Provides EXPERTISE about federal and state civil rights laws and regulations Assists, COUNSELS and collaborates with units in their efforts to recruit and retain DIVERSE faculty, staff and students Conducts INVESTIGATIONS into allegations of discrimination and harassment and provides expertise and training to assist units in doing so MONITORS the University's employment efforts for diversity and EDUCATES the campus about workforce diversity, the data collected and the importance of diversity and inclusion in the MSU workforce
	<a href="http://www.inclusion.msu.edu/Education/AccessibleLearningInstitute.html">http://www.inclusion.msu.edu/Education/AccessibleLearningInstitute.html</a>	The Accessible Learning Institute is intended to be an ongoing educational opportunity for those on MSU's campus and beyond. Our goal for the institute is to develop awareness and knowledge in the area of disabilities and accessibility in higher education.
	<a href="http://www.inclusion.msu.edu/Education/index.html">http://www.inclusion.msu.edu/Education/index.html</a>	Education for Sustainable Diversity (ESD), as defined by the Office for Inclusion, is the practice of acquiring knowledge about and becoming aware of ways in which our beliefs and biases impact the quality of relationships among people from different cultural groups around the world.

<a href="http://ien.inclusion.msu.edu/page/About-Us">http://ien.inclusion.msu.edu/page/About-Us</a>	<p>The Intercultural Education Network (IEN) is a team of campus experts who provide educational and developmental opportunities, including those with intercultural themes, to administrators, faculty, support staff and students at Michigan State University. Created and sponsored by the Office for Inclusion and Intercultural Initiatives, IEN is a strategic partnership that is guided by and seeks to insure that the University's fundamental core values of quality, inclusiveness and connectivity are achieved. Its goals are to:</p>	
	<p>Enhance the student, faculty and staff experience through intercultural education  Enhance collaborations and efficiency  Facilitate a strong campus community that is characterized by respect for and civility toward one another</p>	
<a href="http://www.inclusion.msu.edu/ResearchAndAssessment/index.html">http://www.inclusion.msu.edu/ResearchAndAssessment/index.html</a>	<p>Research and Assessment: MSU is a community of scholars and professionals and a thorough assessment process of diversity and inclusion initiatives helps the university identify its problems, root causes, possible solutions, timelines and resources needed in the change process. The benefits of making an investment (return on investment) in research and assessment initiatives include:</p>	
	<p>Identifying needs before selecting a costly solution / strategy path  Capturing organizational knowledge for planning purposes  Evaluating the state and effectiveness of existing procedures  Creating documentation for use in evaluating solutions  Obtaining user buy in of a solution / strategy path</p>	
<a href="http://www.inclusion.msu.edu/FundingOpportunities/index.html">http://www.inclusion.msu.edu/FundingOpportunities/index.html</a>	<p>Funding in support of an inclusive educational and work environment is available through the Creating Inclusive Excellence Grants (CIEG) program and the Martin Luther King, Jr. Endowed Scholarship program.</p>	
	<p>The Office for Inclusion continues to build a broad-spectrum of community-based relationships by providing support for innovative diversity-related initiatives that are aligned with the mission of the office.  The impact of these efforts enhance our quality of life, increase our awareness and emphasize the importance of our commitment to equity and social justice in our community.</p>	
<a href="http://www.adapp-advance.msu.edu/about">http://www.adapp-advance.msu.edu/about</a>	<p>In the Fall of 2008, Michigan State University was awarded a \$3.98 million Institutional Transformation grant by the National Science Foundation (NSF) ADVANCE Program (Kim Wilcox, Provost and Principal Investigator). The resulting initiative, Advancing Diversity through the Alignment of Policies and Practices (ADAPP), is providing support for MSU colleges in a sweeping effort to align our values of diversity and quality with academic human resource policies and practices at the department- (or unit-) level. We recognize that departments are critical sites in which recruiting, evaluation, and promotion decisions are initiated--and where climate is most directly experienced by MSU faculty members.</p>	
Student Recruitment	<a href="http://www.egr.msu.edu/future-engineer/">http://www.egr.msu.edu/future-engineer/</a>	<p>Engineering program has a website designed for students of all grades to check out the engineering program and consider a major in engineering - but this is a general program and does not target minority groups.</p>
	<a href="http://inclusivity.msu.edu/resources-programs/precollage-programs.php">http://inclusivity.msu.edu/resources-programs/precollage-programs.php</a>	<p>List of pre-college programs to recruit a diverse group</p>
	<a href="http://mba.broad.msu.edu/life/communities/diversity/">http://mba.broad.msu.edu/life/communities/diversity/</a>	<p>Companies that think globally look for leaders who are able to unite people in a common goal. A diverse student population brings together the necessary perspectives to solve today's global business issues. Broad College of Business is committed to recruiting talented students from historically underrepresented groups, including African American, Latino(a)/Chicano(a), Asian/Pacific Islander, and Native American.</p>
Staff Recruitment	<a href="http://www.inclusion.msu.edu/Equity/recruitment-and-hiring.html">http://www.inclusion.msu.edu/Equity/recruitment-and-hiring.html</a>	<p>The Office for Inclusion and Intercultural Initiatives oversees the MSU Affirmative Action program for employment. The Recruitment Coordinator:  Provides assistance on best practices in recruitment and selection of faculty, academic staff and support staff, including offering workshops and providing resources.  Identifies additional recruitment resources to target diverse populations or by identifying potential diverse candidates for vacant positions, including our own Recruitment Resources Directory.  Monitors individual hiring recommendations for compliance with academic or support staff hiring procedures to ensure equal opportunity, nondiscrimination, and affirmative action.</p>
	<a href="http://www.adapp-advance.msu.edu/project/faculty-search-and-selection">http://www.adapp-advance.msu.edu/project/faculty-search-and-selection</a>	<p>The Faculty Search Project of MSU's ADAPP-ADVANCE initiative aims to promote the adoption of faculty recruitment and selection systems throughout MSU that reflect best practices in recruiting and selecting an inclusive and high quality professional workforce.</p>
Alumni Recruitment	<a href="http://www.admissions.msu.edu/alumni/">http://www.admissions.msu.edu/alumni/</a>	<p>Alumni recruiters play an important role in student recruitment. Along with MSU's Office of Admissions, Spartan alumni help MSU fulfill its mission as the nation's pioneer land-grant institution - aiding in the recruitment of the next generation of talented, dynamic, and enthusiastic Spartans.</p>

Student Retention	<a href="http://www.vps.msu.edu/">http://www.vps.msu.edu/</a>	Welcome to the Office of the Vice President for Student Affairs and Services. The programs, services and facilities provided by our departments are designed to create a stimulating and supportive environment that enhances the personal development, learning, educational success and career preparation of all students.
	<a href="http://news.msu.edu/story/9446/">http://news.msu.edu/story/9446/</a>	We work in partnership with colleges and faculty to enhance student development and success, and value engaging students actively in the process through involvement both inside and outside the classroom. Our goal is to be part of Michigan State University's overall mission of preparing graduates for participation and leadership in an increasingly diverse and complex global society.
		MACKINAC ISLAND, Mich. — The New Economy Initiative of Southeast Michigan has awarded the University Research Corridor a three-year, \$450,000 grant to launch the Global Detroit International Student Retention Program to retain international talent in the region. The program is based on recommendations outlined in a May 2010 Global Detroit study funded by the New Economy Initiative.
		The objectives of the program include:
		Marketing the region to international students from the moment of first contact to graduation from college. Recruiting employers to hire international students. Navigating immigration legal barriers. Developing an ongoing presence and relationships with participating universities, international students and related international organizations.
Staff Retention	<a href="http://www.adapp-advance.msu.edu/project/faculty-mentoring">http://www.adapp-advance.msu.edu/project/faculty-mentoring</a>	The Faculty Mentoring Workgroup has served as a key catalyst in developing university-wide mentoring initiatives. From the work of this group, a university-wide mentoring policy was developed and the workgroup continues to develop resources to support the implementation of this policy across colleges (including but not limited to the three ADAPP-ADVANCE colleges).
Diversity Programs and Co-Curricular Activities	<a href="http://inclusivity.msu.edu/news.php">http://inclusivity.msu.edu/news.php</a>	Different events/activities around the campus pertaining to diversity/inclusivity, events calendar
	<a href="http://inclusivity.msu.edu/resources-programs/residential-resources.php">http://inclusivity.msu.edu/resources-programs/residential-resources.php</a>	List of diversity-related residential opportunities: MSU's residential colleges and programs are unique living-learning experiences that allow students from diverse backgrounds who share similar academic interests to live and study together in designated residence halls or on the same residence hall floor, while also enjoying the academic and cultural resources of a world-class university.
	<a href="http://aipo.msu.edu/">http://aipo.msu.edu/</a>	Michigan State is home to one of the nation's most inclusive approaches to American Indian studies in the nation, offering a wide range of programs and organizations related to American Indians, exploring all aspects of indigenous life. MSU has a long history of sharing the knowledge and resources created at the university with surrounding communities, adding to the vitality and richness of American Indian life—in Michigan and beyond.
	<a href="http://www.inclusion.msu.edu/Outreach/CampusResources.html">http://www.inclusion.msu.edu/Outreach/CampusResources.html</a>	List of diversity centers: LGBT, Women, International, Multicultural, Family
	<a href="http://www.adapp-advance.msu.edu/project/womens-leadership">http://www.adapp-advance.msu.edu/project/womens-leadership</a>	The Women's Leadership component of MSU's ADAPP-ADVANCE grant aims to develop a larger number and more effective group of transformational leaders. The Women's Leadership team is focusing on two areas of leadership: (a) titled roles at MSU and (b) leadership in disciplinary societies.
Community Programs	<a href="http://www.inclusion.msu.edu/Outreach/CommunityConversations.html">http://www.inclusion.msu.edu/Outreach/CommunityConversations.html</a>	Community Conversations was conceptualized by IEN to provide opportunities for the campus and off-campus communities to come together to engage in dialogue on topics and issues that are important to the people that live, learn and work in our communities, including our global community.
Course Options	<a href="http://inclusivity.msu.edu/resources-programs/academic-programs.php">http://inclusivity.msu.edu/resources-programs/academic-programs.php</a>	Extensive list of course options that pertain to diversity
Diversity Training	<a href="http://ien.inclusion.msu.edu/services?tid_1=All">http://ien.inclusion.msu.edu/services?tid_1=All</a>	List of multiple workshops, classes, and activities available provided by the Intercultural Education Network
Outreach	<a href="http://www.inclusion.msu.edu/Outreach/index.html">http://www.inclusion.msu.edu/Outreach/index.html</a>	In the Office for Inclusion and Intercultural Initiatives (I3) efforts are strategically made to connect its ideas and practices regarding diversity and inclusion to similar efforts within colleges, units, organizations, groups, specific audiences and the general community at-large. Office for Inclusion does this in a variety of ways: Partnering with members of the campus and off-campus communities to continuously communicate and spread the message that inclusion is one of MSU's core values. Providing a range of opportunities for students, faculty, staff and the broader communities to come together to celebrate diversity and experience its rich influence as we connect and learn from each another. Supporting community-wide efforts to infuse the value of diversity and encourage the practice of inclusion within the communities that MSU serves. Acknowledging efforts made within the campus community that express diversity and inclusion which can serve to inspire similar efforts by others.

<https://ntweb11.ais.msu.edu/aacm/comm/>

**Search engine to help people use the community to their advantage when it comes to looking for opportunities relating to diversity. I didn't use it because it didn't pertain to campus, but this concept I think is a really great one.** Welcome to the Community Resources Directory, your gateway to local businesses, campus and community organizations that assist and serve the diverse members of the Michigan State University community.

The site is easy to navigate using the search function or menus which allow you to browse categories even if you are not quite sure what you're looking for. Subject areas cover a broad range of categories, such as health, children, families, eldercare, housing, safety, cultural events, disability, education, recreation, entertainment, religion, food, transportation, and travel.

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://odi.osu.edu/administrative-offices/collaborative-diversity-initiative/diversity-report.php">http://odi.osu.edu/administrative-offices/collaborative-diversity-initiative/diversity-report.php</a>	List of diversity reports, newest is 2007-2008 year
	<a href="http://odi.osu.edu/administrative-offices/commitment-to-success-program/">http://odi.osu.edu/administrative-offices/commitment-to-success-program/</a>	Commitment To Success Program (CSP). A diverse environment is central to both the mission and academic plan of The Ohio State University. CSP is a collaborative diversity enhancement program that assists academic units to create and maintain a welcoming and supportive climate both in and outside the classroom. The program provides units with customized climate assessment and engages in dialog with units to increase the retention and successful completion of academic programs by all students with an emphasis on historically underrepresented student populations (including—but not limited to—students of color, women, GLBTQ students, nontraditionally aged students, and students with disabilities). CSP grew out of close collaboration between the offices of Academic Affairs (OAA), Office of Diversity and Inclusion (ODI), and University Center for the Advancement of Teaching (UCAT).
Diversity Action Plans	<a href="http://www.osu.edu/diversityplan/index.php">http://www.osu.edu/diversityplan/index.php</a>	Renewing the Covenant: Diversity Objectives and Strategies for 2007 to 2012
	<a href="http://multiculturalcenter.osu.edu/about-us/strategic-plan/">http://multiculturalcenter.osu.edu/about-us/strategic-plan/</a>	Multicultural Center Strategic Goals: We will build community by cultivating an inclusive and positive university climate through operating a safe and welcoming space on campus that serves as a center for dialogue, learning and community; partnering with individuals, groups, academic affairs and other student life units to offer initiatives that connect people through community service, social engagement, cultural celebration and shared understanding; working with the university to continuously track and address issues of discrimination and bias that affect university members; and maintaining an interactive website that is a comprehensive, useful resource.
	<a href="http://www.osu.edu/diversity/reports.php">http://www.osu.edu/diversity/reports.php</a>	Previous diversity action plans
Equal Opportunity Policies	<a href="http://www.osu.edu/academicplan/strat.html">http://www.osu.edu/academicplan/strat.html</a>	Academic plan that addresses diversity
	<a href="http://www.ohr.ohio-state.edu/policy/index.aspx">http://www.ohr.ohio-state.edu/policy/index.aspx</a>	All university policies, most of which pertain to equal opportunity
Equal Opportunity and Inclusion Practices	<a href="http://www.ods.ohio-state.edu/">http://www.ods.ohio-state.edu/</a>	The Office for Disability Services collaborates with and empowers students who have disabilities in order to coordinate support services and programs that enable equal access to an education and university life.
	<a href="http://odi.osu.edu/">http://odi.osu.edu/</a>	The Office of Diversity and Inclusion advances academic excellence by increasing and advocating for campus diversity and inclusion. The Office undertakes initiatives aimed at the recruitment, retention, and success of underrepresented students, faculty, and staff, by working with academic units, community partners, and national organizations and institutions.
	<a href="http://studentaffairs.osu.edu/bias/">http://studentaffairs.osu.edu/bias/</a>	Welcome to the Bias Assessment and Response Team (BART) website.  We are here to provide assistance in the unfortunate event that you have experienced or witnessed a hate or bias related incident. This site is designed so that you can report an incident of bias to our team and so that we can track patterns of bias and the climate of the University. It is our belief as a team that in order to affect change in the culture that allows these hurtful actions to occur; we must be open and transparent in both the reporting and handling of bias incidents.
	<a href="http://odi.osu.edu/administrative-offices/collaborative-diversity-initiative/">http://odi.osu.edu/administrative-offices/collaborative-diversity-initiative/</a>	The Collaborative Diversity Initiative (CDI) helps academic units, individuals, and community agencies find ways to work together on issues regarding diversity. The diversity representatives appointed by academic units meet with the CDI to identify topics to be addressed across campus and to develop strategies for doing so.  The CDI also produces an annual diversity report, which is designed to increase awareness of and communication about diversity within the context of the Academic Plan, for the Office of Academic Affairs. The report is published each spring, and the call for submissions is issued in autumn/winter.
Student Recruitment	<a href="http://ada.osu.edu/">http://ada.osu.edu/</a>	As part of this effort, the University is committed to the full inclusion of individuals with disabilities and continually improving the accessibility of our campus, programs and activities. The ADA Coordinator's Office was created to guide the University's efforts to move beyond compliance and toward seamless access. As the University's focal point for disability related initiatives, the ADA Coordinator's Office collaborates with University offices, governmental agencies, and advocacy groups to inform decision-making and ensure University compliance with State and Federal mandates.
	<a href="http://odi.osu.edu/current-students/young-scholars-program/">http://odi.osu.edu/current-students/young-scholars-program/</a>	The Ohio State University Office of Diversity and Inclusion Young Scholars Program is a comprehensive pre-collegiate and collegiate program designed to enhance the academic, personal, and career development of its Scholars. Founded in 1988, YSP annually identifies and serves hundreds of academically talented first generation college students from economically challenged backgrounds.

	<a href="http://odi.osu.edu/future-students/freshman-foundation-program/">http://odi.osu.edu/future-students/freshman-foundation-program/</a>	The Freshman Foundation Program offers need-based grants to Ohio students. Eligibility is determined on the basis of financial need as established by federal guidelines, and on academic and leadership credentials, race/ethnic/tribal background, county of residence, potential first-generation college graduate, and other factors.
	<a href="http://odi.osu.edu/future-students/graduate-student-resources/">http://odi.osu.edu/future-students/graduate-student-resources/</a>	In support of the University's Diversity Action Plan, Office of Diversity and Inclusion Administration/Special Programs unit is committed to the diversification of The Ohio State University's student body. This unit is a year-round resource to prospective graduate and professional students offering specific responses to a myriad of inquiry. <b>Lists of a few initiatives taken</b>
	<a href="http://odi.osu.edu/future-students/morrill-scholars-program/morrill-scholars-program/index.php">http://odi.osu.edu/future-students/morrill-scholars-program/morrill-scholars-program/index.php</a>	The Morrill Scholars Program (MSP) is named in honor of Senator Justin Morrill, author of the 1862 Morrill Act that facilitated access to higher education for students previously underrepresented at America's colleges. The Office of Diversity and Inclusion offers this program to promote diversity, multiculturalism, and scholarship and to enrich the educational experience of all Ohio State students so they will be prepared for optimum success in the world community. We expect all of our scholarship recipients to actively participate in cultural and multicultural events, activities, and organizations to help build a diverse community that utilizes our collective strengths, talents, leadership, and interests to foster an environment where all can reach their full potentials.
Staff Recruitment	<a href="http://www.osu.edu/eminence/about/Overview/FacStaffTalent.html">http://www.osu.edu/eminence/about/Overview/FacStaffTalent.html</a>	We will assemble a diverse and talented leadership team that will recruit, support, and retain world-class faculty and staff while creating a high-performance culture driven by our institutional values and high standards of ethics and compliance.
	<a href="http://www.osu.edu/academicplan/strategy.html">http://www.osu.edu/academicplan/strategy.html</a>	Strategy of building a world-class faculty
Student Retention	<a href="http://odi.osu.edu/current-students/academic-advancement-services/access.php">http://odi.osu.edu/current-students/academic-advancement-services/access.php</a>	The ACCESS Collaborative Program is an academic and social support program to assist low-income minority single parent students who are pursuing a college education at The Ohio State University. Purpose: To increase retention and graduation rates of low-income minority single parent students at The Ohio State University by minimizing the barriers that may prevent full participation by these students. The Program coordinates University and community support services to meet low-income minority single parent's needs as students and as heads of household.
	<a href="http://odi.osu.edu/current-students/bell-national-resource-center/about.php">http://odi.osu.edu/current-students/bell-national-resource-center/about.php</a>	In 2002, national and local research studies were conducted about the performance of African American male students in college which led concerned administrators at The Ohio State University to implement an experimental effort to better understand and, if possible, to improve retention and graduation rates for this subpopulation of undergraduates. The resulting program, which came to be known as the Black Male Initiative, represented a joint effort by the Office of Diversity and Inclusion (formerly the Office of Minority Affairs), the Office of Student Affairs, and interested individual members of the faculty and staff. Regular group meetings, frequent personal interaction with individual undergraduates, invited guest speakers, and academic support services each played a role, along with information gleaned from the experience of other schools and researchers. Mr. Todd Bell gave leadership and participated actively at the individual level with this emerging program. Significant improvements in student satisfaction, performance, and retention to graduation were quantitative measures of the program's success.
	<a href="http://odi.osu.edu/current-students/academic-advancement-services/bridge/">http://odi.osu.edu/current-students/academic-advancement-services/bridge/</a>	The Mission of the Office of Diversity and Inclusion Bridge Program is to facilitate a seamless transition from high school to college for incoming freshmen who have determination to matriculate successfully at The Ohio State University.
	<a href="http://odi.osu.edu/current-students/academic-advancement-services/map/">http://odi.osu.edu/current-students/academic-advancement-services/map/</a>	MAP is a specialized unit within Academic Advancement Services designed to provide culturally relevant academic and retention advising in an environment sensitive to the needs of African American, Appalachian American, Asian American, Hispanic/Latino/a American and Native American students.
	<a href="http://odi.osu.edu/current-students/academic-advancement-services/mentoring/">http://odi.osu.edu/current-students/academic-advancement-services/mentoring/</a>	The purpose of the Post-Baccalaureate Preparation Program(Tri-P) is to assist in preparing students for an appropriate post-baccalaureate option graduate school, professional school or direct entry into the workforce).
	<a href="http://odi.osu.edu/current-students/academic-advancement-services/tutoring/">http://odi.osu.edu/current-students/academic-advancement-services/tutoring/</a>	The Office of Diversity and Inclusion, Tutoring Program, provides free supplemental programs and services to support the academic success of students served by the Office of Diversity and Inclusion and enrolled at The Ohio State University, Columbus campus.
Staff Retention	<a href="http://odi.osu.edu/administrative-offices/special-programs/">http://odi.osu.edu/administrative-offices/special-programs/</a>	The Office of Diversity and Inclusion (ODI) offers a recruitment program at the graduate and professional levels in collaboration with The Graduate School, Professional Colleges, and certain student organizations. An annual event since 1971, the Graduate/Professional Student Recruitment Initiative (GPS) collaborates with a long list of institutions that has consistently seen its graduates receive post-baccalaureate degrees at The Ohio State University.
	<a href="http://oaa.osu.edu/faculty.html">http://oaa.osu.edu/faculty.html</a>	Faculty toolkits and development resources. Quote from the President on how staff retention and success needs to become an important focus
	<a href="http://library.osu.edu/sites/staff/apt/mentoring.html">http://library.osu.edu/sites/staff/apt/mentoring.html</a>	The Faculty Mentoring Program is designed to enhance professional development by assisting nontenured faculty to balance and improve their research, teaching, and service responsibilities. Mentors and mentees benefit by exchanging view-points and ideas as well as by sharing knowledge and experience.
Diversity Programs and Co-Curricular Activities	<a href="http://www.kirwaninstitute.org/">http://www.kirwaninstitute.org/</a>	The Kirwan Institute for the Study of Race and Ethnicity at the Ohio State University partners with people, communities, and institutions worldwide to think about, talk about, and engage issues of race and ethnicity in ways that create and expand opportunity for all.
	<a href="http://multiculturalcenter.osu.edu/">http://multiculturalcenter.osu.edu/</a>	In order to fully address the need to promote intercultural competence among the student body, the Multicultural Center (MCC) has organizationally restructured as an intercultural model (see above right). With this model, the MCC continues to support students of specific cultural and identity groups while promoting initiatives designed to achieve effective inter and intra-cultural consciousness among all students. <b>Link has PDFs of the model being used</b>

	<a href="http://womensplace.osu.edu/">http://womensplace.osu.edu/</a>	The Women's Place serves as a catalyst for institutional change to expand opportunities for women's growth, leadership, and power in an inclusive, supportive, and safe university environment consistent with the goals of the Academic and Diversity Plans.
	<a href="http://usg.osu.edu/issues/diversity_and_inclusion">http://usg.osu.edu/issues/diversity_and_inclusion</a>	Undergraduate Student Government efforts to promote diversity
	<a href="http://www.osu.edu/events/indexMonth.php?aud=&amp;evnt=&amp;first_cat=43&amp;second_cat=&amp;Event_ID=&amp;min=1&amp;number=2">http://www.osu.edu/events/indexMonth.php?aud=&amp;evnt=&amp;first_cat=43&amp;second_cat=&amp;Event_ID=&amp;min=1&amp;number=2</a>	Diversity Events Calendar (sparse, however)
	<a href="http://odi.osu.edu/current-students/hale-black-cultural-center/about-the-center/index.php">http://odi.osu.edu/current-students/hale-black-cultural-center/about-the-center/index.php</a>	The Center's mission coincides with the larger mission of The Ohio State University and the Office of Diversity and Inclusion. Specifically, the Frank W. Hale Jr. Center develops and maintains supportive programs and activities for the development and advancement of all students and particularly African American students. Additionally, it serves as an instrument of orientation and instruction to the larger community on issues of race, politics, economics, community, art and culture. Further, the Center serves as an instrument to stimulate the documentation of the contribution of Blacks to the world of Arts, Letters and Science.
	<a href="http://odi.osu.edu/current-students/l-a-s-e-r-.php">http://odi.osu.edu/current-students/l-a-s-e-r-.php</a>	L.A.S.E.R. is an initiative under the Office of Diversity and Inclusion to foster the growing of scholars of the Latino Americas. Our faculty, students, and affiliate staff work together to create a learning forum for increasing our understanding of Latino and Latin American history, culture, education, economics, geography, nutrition, and other areas.
	<a href="http://odi.osu.edu/current-students/que-pasa-osu/about.php">http://odi.osu.edu/current-students/que-pasa-osu/about.php</a>	Established in 1994 as a joint effort between the University-wide Council of Hispanic Organizations (UCHO) and the Hispanic Oversight Committee (HOC) at The Ohio State University, ¿Qué Pasa, OSU? helps fulfill the Hispanic Action Plan's goal to expand significantly the information and opportunities for dialogue among all students and faculty regarding Hispanic issues across the disciplines.
	<a href="http://osuglbt.clubexpress.com/">http://osuglbt.clubexpress.com/</a>	The Ohio State University Gay, Lesbian, Bisexual and Transgender (GLBT) Alumni Society's mission is to promote the best interests of the gay, lesbian, bisexual, and transgender alumni and students of The Ohio State University. The Society sponsors a scholarship program, social events for students and alumni and collaborates with community organizations regularly to promote awareness and education of GLBT issues.
	<a href="http://afrikan.org.ohio-state.edu/ASUVision.html">http://afrikan.org.ohio-state.edu/ASUVision.html</a>	Understanding that Organization is the highest form of Unity, we, the members of the Afrikan Student Union at the Ohio State University, strive to assemble, through representation of all Afrikan students, faculty, staff, and community, a proactive organization to formally address issues that affect the Afrikan community, both on campus, and in the larger community.
	<a href="http://folclor.org.ohio-state.edu/">http://folclor.org.ohio-state.edu/</a>	Folclor Hispano is a dance group at The Ohio State University that strives to learn and perform traditional dances of Spanish-speaking countries. Through dance and music members have an opportunity to experience and share with the community the vibrant folkloric expressions of these countries.
	<a href="http://www.mcc.osu.edu/cultural-intercultural-programming/student-leadership-cohorts-groups/#group-4">http://www.mcc.osu.edu/cultural-intercultural-programming/student-leadership-cohorts-groups/#group-4</a>	List of subdivision groups of the Multicultural Center - black, hispanic, LGBT, etc
Community Programs	<a href="http://studentaffairs.osu.edu/bias/resources.asp">http://studentaffairs.osu.edu/bias/resources.asp</a>	Bottom has a list of community opportunities for students pertaining to diversity
Diversity Courses	<a href="http://newark.osu.edu/studentlife/MC/Pages/Courses.aspx">http://newark.osu.edu/studentlife/MC/Pages/Courses.aspx</a>	List of all courses that pertain to diversity
Diversity Training	<a href="http://www.osu.edu/diversity/lecture.php">http://www.osu.edu/diversity/lecture.php</a>	The President and Provost's 2011-12 Diversity Lecture & Cultural Arts Series: This program, now in its twelfth year, offers the campus and Columbus community opportunities to benefit from some of the most eminent scholars, artists, and professionals who discuss and exemplify excellence through diversity. The series extends from October 2011 through May 2012.
	<a href="http://odi.osu.edu/administrative-offices/special-programs/national-conference/workshops/index.php">http://odi.osu.edu/administrative-offices/special-programs/national-conference/workshops/index.php</a>	Diversity and Inclusion Annual Conference Workshops
Outreach	<a href="http://aaas.osu.edu/aaascec/default">http://aaas.osu.edu/aaascec/default</a>	Located in the historic Mount Vernon area in near east Columbus, the Community Extension Center provides community outreach and education programs designed to enhance the educational opportunities of students and improve the quality of life for people who live and work in the neighborhoods near and around the center and Columbus's urban communities.
	<a href="http://odi.osu.edu/future-students/upward-bound/">http://odi.osu.edu/future-students/upward-bound/</a>	The Upward Bound Program is part of the federal TRiO programs, which are educational opportunity outreach programs. TRiO programs are designed to motivate and support students from disadvantaged backgrounds. This includes outreach and support programs targeted to serve and assist low-income, first-generation college students, and students with disabilities to progress through the academic pipeline from middle school to post baccalaureate programs.

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.psu.edu/ur/diversity/DiversityBro.pdf">http://www.psu.edu/ur/diversity/DiversityBro.pdf</a>	Diversity Efforts Report
	<a href="http://ohr.psu.edu/diversity">http://ohr.psu.edu/diversity</a>	Workforce diversity, cultural inclusiveness, and employment equity are deeply rooted in Penn State's historic mission. Just as we are committed to being a diverse educational environment, we are also committed to being a diverse working community. As a community, we endeavor to be a kaleidoscope of cultural backgrounds, life experiences, individual perspectives, and numerous other characteristics that add variety and vitality to the workplace.
Diversity Action Plans	<a href="http://equity.psu.edu/diversity-strategic-planning">http://equity.psu.edu/diversity-strategic-planning</a>	List of different diversity action plans
Equal Opportunity Policies	<a href="http://www.psu.edu/dept/aaoffice/policies.htm">http://www.psu.edu/dept/aaoffice/policies.htm</a>	List of policies pertaining to equal opportunity
	<a href="http://www.psu.edu/dept/aaoffice/info.htm">http://www.psu.edu/dept/aaoffice/info.htm</a>	Brochures and informational materials regarding equal opportunity
Equal Opportunity and Inclusion Practices	<a href="http://equity.psu.edu/educational-equity">http://equity.psu.edu/educational-equity</a>	Created in July 1990, the Office of the Vice Provost for Educational Equity was originally charged to foster diversity at Penn State. In 2001 the mission expanded to support educational access for targeted groups of low-income, potential first-generation college students both here at Penn State and at sites throughout the state.
	<a href="http://equity.psu.edu/eopc/overview">http://equity.psu.edu/eopc/overview</a>	Equal Opportunity Planning Committee (EOPC): Overview The mission of the Equal Opportunity Planning Committee (EOPC) is to promote greater equity for historically underrepresented groups within the University and/or those groups that have been historical targets of discrimination. EOPC was formed in 1983 as a response to a desegregation mandate issued by the U.S. Department of Education to all public institutions within the Commonwealth of Pennsylvania; further, EOPC is an outgrowth of Penn State's strategic planning goal to become "a caring University community that provides leadership for constructive participation in a diverse, multicultural world."
	<a href="http://equity.psu.edu/ods">http://equity.psu.edu/ods</a>	At every Penn State location, there is an office designated to provide services for students with disabilities. Each designated office requests and maintains disability-related documents; certifies eligibility for services; determines academic adjustments, auxiliary aids, and/or services; and develops plans for the provision of academic adjustments, auxiliary aids, and/or services as mandated under Title II of the ADA Amendments Act (ADAAA) of 2008 and Section 504 of the Rehabilitation Act of 1973.
	<a href="http://www.psu.edu/dept/aaoffice/">http://www.psu.edu/dept/aaoffice/</a>	The Affirmative Action Office is a service organization that supports and enhances the University's commitment to diversity, providing expert advice and leadership to colleges, departments, faculty and staff in their efforts to recruit and retain a diverse workforce and ensure an environment free from discrimination and harassment.
	<a href="http://www.psu.edu/dept/aaoffice/mediation.html">http://www.psu.edu/dept/aaoffice/mediation.html</a>	The Affirmative Action Office Conflict Resolution Service provides confidential mediation to faculty and staff in resolving potential discrimination and/or harassment disputes informally, offers resources for addressing and resolving work related conflicts, provides mediation and other dispute resolution training, and promotes the value of addressing differences before they become formal grievances.
	<a href="http://www.psu.edu/dept/aaoffice/accesscom.htm">http://www.psu.edu/dept/aaoffice/accesscom.htm</a>	The University Access Committee's (UAC) mission is to prioritize and fund barrier removal projects in accordance with the Americans with Disabilities Act Accessibility Guidelines (ADAAG).
Student Recruitment	<a href="http://equity.psu.edu/ts">http://equity.psu.edu/ts</a>	Created in 1964, TRIO programs help youth and adults from families with limited financial resources who would be the first in their families to attend college and receive a baccalaureate degree. The Penn State University Talent Search Program is designed to provide services, information, direction, and guidance to middle and high school students in grades 6 through 12 with the two major goals of helping program participants to successfully complete secondary education as well as successfully enroll in some form of post-secondary education or training.
	<a href="http://equity.psu.edu/ub">http://equity.psu.edu/ub</a>	Upward Bound is a federally funded program that helps high-school students gain academic skills and motivation to continue their education beyond high school. At Penn State, the Upward Bound Program serves at least 100 students each year from six target high schools in four counties - Clearfield, Dauphin, Huntingdon, and Mifflin.
	<a href="http://equity.psu.edu/wise">http://equity.psu.edu/wise</a>	Once accepted into Upward Bound, students remain in the program until graduation from high school as long as they continue to meet program participation expectations.
	<a href="http://www.gradsch.psu.edu/diversity/">http://www.gradsch.psu.edu/diversity/</a>	Women in the Sciences and Engineering The Office of Graduate Educational Equity Programs leads the Graduate School's efforts to foster diversity and to provide a welcoming climate for both prospective and current graduate students of underrepresented groups. The office designs and implements mentoring programs; recruitment programs; professional development and retention programs; and conferences, seminars, workshops, and lectures. The office also leads the Summer Research Opportunities Program at Penn State and the Ronald E. McNair Post-Baccalaureate Achievement Program. Both programs provide connections with highly talented undergraduate students who are interested in attending graduate school.



Staff Recruitment	<a href="http://www.psu.edu/dept/aaoffice/pdf/guidelines.pdf">http://www.psu.edu/dept/aaoffice/pdf/guidelines.pdf</a>	Guidelines for recruiting a diverse workforce
	<a href="http://equity.psu.edu/framework/updates/archive/challenge-four">http://equity.psu.edu/framework/updates/archive/challenge-four</a>	Part of the Framework to Foster Diversity Action Plan: lists goals that will result in recruiting an retaining a diverse workforce. Lists a few actions that have already been taken
Student Retention	<a href="http://equity.psu.edu/camp">http://equity.psu.edu/camp</a>	The College Assistance Migrant Program (CAMP) is a federally funded program designed to assist first-year college students from migrant and seasonal farm worker families, in their pursuit of higher education. Established nationally in 1972, CAMP has been working with students at Penn State since 1993. CAMP offers pre-college transition and first-year assistance to help students develop the skills necessary to insure continued enrollment and eventual graduation. In addition, the program provides support services to satisfy the educational and personal needs of each participant.
	<a href="http://equity.psu.edu/sssp">http://equity.psu.edu/sssp</a>	Student Support Services Program: To increase the RETENTION and GRADUATION RATES of low-income, first-generation college students and students with disabilities and to FOSTER AN INSTITUTIONAL CLIMATE supportive of the success.
	<a href="http://alumni.psu.edu/network-mentor/faststart">http://alumni.psu.edu/network-mentor/faststart</a>	FastStart is a mentoring program that helps first-year students from African American, Latino/Hispanic, Asian and Asian/Pacific American backgrounds, as well as those students who simply want to get their college careers off to a fast start.
	<a href="http://www.psu.edu/president/pia/database/teams/team0774.htm">http://www.psu.edu/president/pia/database/teams/team0774.htm</a>	Our concern was that we perceived a lower retention rate for Associate students. Based on this perception and with some money from a grant, we established a mentoring program where the Mentors are staff members and the Mentees are Provisional and Associate degree students. We hope to achieve a better retention rate of these "at risk" students".
Staff Retention	<a href="http://ohr.psu.edu/diversity">http://ohr.psu.edu/diversity</a>	List of programs available to staff at the bottom of the page like mentoring/recruitment programs, but no further links to find out more
	<a href="http://faculty.ist.psu.edu/lkvasny/p84-tapia.pdf">http://faculty.ist.psu.edu/lkvasny/p84-tapia.pdf</a>	Article written by Penn State faculty on retention of women and minorities in the IT workplace
Diversity Programs and Co-Curricular Activities	<a href="http://equity.psu.edu/cfw">http://equity.psu.edu/cfw</a>	The Commission for Women serves as an advisory group to the President of the University on the status of women at Penn State, advocates for women's concerns, and recommends solutions.
	<a href="http://equity.psu.edu/clgbte">http://equity.psu.edu/clgbte</a>	The Commission serves to improve the climate for lesbian, gay, bisexual, and transgender members of the Penn State community through examination of current policies and practices and through the initiation and promotion of programs which will result in a more equitable and supportive environment. This is accomplished through our current standing committees and through the initiation of ad hoc committees for special topics.
	<a href="http://equity.psu.edu/mrc">http://equity.psu.edu/mrc</a>	The Multicultural Resource Center (MRC) provides professional counseling and educational services for undergraduate multicultural and all other undergraduate students. MRC's staff is dedicated to helping students succeed and graduate from Penn State.
	<a href="http://equity.psu.edu/mrc/AASIA">http://equity.psu.edu/mrc/AASIA</a>	AASIA Mentoring is designed to assist Asian and Pacific Islander American (APIA) students who are new to University Park with their adjustment. In AASIA, first-year, transfer, or change-of-assignment students are provided with upper-class mentors who are high-achieving and actively engaged. AASIA strives to cultivate meaningful mentoring relationships that foster the holistic development of our participants.
	<a href="http://equity.psu.edu/mrc/B.O.T.H">http://equity.psu.edu/mrc/B.O.T.H</a>	Blends of Traditional Heritages (B.O.T.H.) is a discussion group for students of biracial backgrounds, specifically those with one parent of African American descent and the other parent of White, Asian, Hispanic, or other ethnic background. B.O.T.H. is an outreach program sponsored by the Multicultural Resource Center (MRC). Other MRC outreach programs include Asian American Students in Action (AASIA), and MRC Awards .
	<a href="http://www.events.psu.edu/cgi-bin/cal/webevent.cgi?cmd=open&amp;cal=cal11&amp;">http://www.events.psu.edu/cgi-bin/cal/webevent.cgi?cmd=open&amp;cal=cal11&amp;</a>	Diversity Events Calendar
	<a href="http://studentaffairs.psu.edu/womenscenter/">http://studentaffairs.psu.edu/womenscenter/</a>	The Center for Women Students is designed to provide a central focus for meeting the needs of women students. Although it is clear that all units within the University have a responsibility to address these needs, the Center for Women Students provides a point of entry where women students' concerns can be handled directly or referred to appropriate units within the University or local community.
	<a href="http://equity.psu.edu/cored/">http://equity.psu.edu/cored/</a>	The Commission on Racial/Ethnic Diversity commits to lead and actively support university-wide diversity initiatives that foster teamwork, collaboration and communication among various racial and ethnic constituencies in order to ensure inclusion, equal opportunity, and success for underrepresented/underserved communities and community members of Penn State and the surrounding areas.
	<a href="http://studentaffairs.psu.edu/cultural/">http://studentaffairs.psu.edu/cultural/</a>	The Paul Robeson Cultural Center provides programs and services that encourage the appreciation of the diverse perspectives, experiences, and cultures of many under-represented communities that comprise the student, faculty, staff, and community population of University Park and State College, Pennsylvania.
	<a href="http://equity.psu.edu/diversity-resources/divcharges.htm">http://equity.psu.edu/diversity-resources/divcharges.htm</a>	This page contains a listing of College-based programs that provide support for students and staff of color within their respective colleges. All University Park based colleges have a college multicultural office. The links below lead to a list of college multicultural programs offices and those colleges that have Web pages for these offices.
Community Programs	<a href="http://psualtoona.orgsync.com/Service">http://psualtoona.orgsync.com/Service</a>	The Office of Student Life has made a renewed commitment to Community Service and, for the past two years, community service projects were included in the Orientation Program. In August 2010 and 2011 hundreds of Penn State Altoona students made a positive difference in the local community. We hope to have this event grow stronger each year!
	<a href="http://extension.psu.edu/community-economics/community-development">http://extension.psu.edu/community-economics/community-development</a>	List of different community development efforts

Diversity Courses	<a href="http://equity.psu.edu/workshop/assets/pdf/fall11/notes.pdf">http://equity.psu.edu/workshop/assets/pdf/fall11/notes.pdf</a> <a href="http://bulletins.psu.edu/bulletins/bluebook/search_action.cfm">http://bulletins.psu.edu/bulletins/bluebook/search_action.cfm</a>	<p>Including diversity: A strategy for improving teaches and learning in all courses and curricula</p> <p>Could not find a comprehensive list of all the courses that met the diversity requirement, so this is a list of the classes that came up when I typed 'diversity' into the search engine. Most courses apply to diversity, but not all</p>
Diversity Training	<a href="http://www.psu.edu/dept/aaoffice/dsec.htm">http://www.psu.edu/dept/aaoffice/dsec.htm</a>	<p>The Diversity Education Services is an educational and support system within the Affirmative Action Office which:</p> <ul style="list-style-type: none"> <li>• Provide programming services for all of the Colleges, Campuses, departments and units within the PSU System.</li> <li>• Promotes the development of multicultural understanding and cross cultural competence.</li> <li>• Develops and delivers a wide range of educational programming for faculty, staff and students, designed to promote understanding and support for diversity throughout the University.</li> <li>• Serves as a forum for staff and supervisors to discuss conflict and helps them deal with problems when they occur.</li> <li>• Provides assistance to managers, supervisors, and faculty on managing diversity issues.</li> <li>• Focuses on understanding diversity among people with respect to ethnicity, age, disability, race, gender, sexual orientation, and other human differences.</li> </ul>
Outreach	<a href="http://ohr.psu.edu/hrdc/seminars-workshops">http://ohr.psu.edu/hrdc/seminars-workshops</a>  <a href="http://equity.psu.edu/framework/updates-04-09/pdf/academic-frmwkplan/Outreachrev_04_09.pdf">http://equity.psu.edu/framework/updates-04-09/pdf/academic-frmwkplan/Outreachrev_04_09.pdf</a>	<p>Diversity education seminars available for employees</p> <p>The mission of Penn State Outreach is to increase access to Penn State's educational resources through linking the expertise of faculty in the University with the needs and interests of external constituents. The interface of Outreach with the spectrum of Penn State's external constituents opens the organization up to a broad and inclusive perspective on diversity.</p>

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.purdue.edu/strategic_plan/2001-2006/">http://www.purdue.edu/strategic_plan/2001-2006/</a>	2001-2006 Strategic Plan with progress reports from each year. Addresses the need to contribute to societal progress.
	<a href="http://www.purdue.edu/strategic_plan/documents/Strategic_Plan_Report_2010.pdf">http://www.purdue.edu/strategic_plan/documents/Strategic_Plan_Report_2010.pdf</a>	2010 Progress report, which includes demographics and how they've changed
	<a href="http://www.purdue.edu/datadigest/diversity/index.html">http://www.purdue.edu/datadigest/diversity/index.html</a>	List of links that report enrollment stats of students and faculty headcount by gender, ethnicity, etc.
	<a href="http://www.purdue.edu/diversity-inclusion/diversity.html">http://www.purdue.edu/diversity-inclusion/diversity.html</a>	Student and Staff diversity demographic
Diversity Action Plans	<a href="http://www.purdue.edu/strategic_plan/documents/StrategicPlanBrochure.pdf">http://www.purdue.edu/strategic_plan/documents/StrategicPlanBrochure.pdf</a>	Current Strategic Plan that addresses the need to continue to build a diverse campus
	<a href="http://www.purdue.edu/ethics/oie/affirmative-action.html">http://www.purdue.edu/ethics/oie/affirmative-action.html</a>	Links to Affirmative Action Plans
Equal Opportunity Policies	<a href="http://www.purdue.edu/policies/ethics.html">http://www.purdue.edu/policies/ethics.html</a>	List of ethics policies, which includes equal opportunity
Equal Opportunity and Inclusion Practices	<a href="https://www.cco.purdue.edu/Student/LGBT.shtml">https://www.cco.purdue.edu/Student/LGBT.shtml</a>	Career Opportunities office offers LGBT students help and resources when it comes to finding a job
	<a href="http://www.purdue.edu/ethics/">http://www.purdue.edu/ethics/</a>	Welcome to the Office of the Vice President for Ethics and Compliance (VPEC). Our mission is to assist Purdue University in fulfilling its commitment to the highest standards of ethics and integrity and to enhance the quality of life for students, faculty, and staff. We accomplish this through the development of policies and programs that promote compliance with applicable laws and regulations and that assure equal access and equal opportunity for all University members.
	<a href="http://www.purdue.edu/ethics/oie/">http://www.purdue.edu/ethics/oie/</a>	The Office of Institutional Equity (OIE) supports Purdue University's mission to promote human and intellectual diversity by providing equal access and opportunity through fostering an inclusive environment for all members of the University community. The office develops and directs the affirmative action program for the West Lafayette campus and serves as a resource and coordinator of Purdue University's system-wide affirmative action activities, including the Calumet, Fort Wayne, and North Central campuses.
	<a href="http://www.purdue.edu/ethics/oie/">http://www.purdue.edu/ethics/oie/</a>	The Office of Institutional Equity works with the Purdue University community in implementing and upholding policies and practices that are consistent with federal and state mandates as well as existing University policies regarding equal access, equal employment and educational opportunity for all persons, without regard to race, religion, color, sex, age, national origin or ancestry, marital status, parental status, sexual orientation, disability, or veteran status.
	<a href="http://www.purdue.edu/odos/drc/welcome.php">http://www.purdue.edu/odos/drc/welcome.php</a>	The Disability Resource Center (DRC) at Purdue is committed to creating a welcoming and inclusive campus community that provides academic adjustments and services to eligible students with disabilities.
	<a href="http://www.purdue.edu/supplierdiversity/">http://www.purdue.edu/supplierdiversity/</a>	Established in 2005, the Office of Supplier Diversity Development (SDD) cultivates opportunities for qualified minority- and women-owned businesses to partner with Purdue as the University continues to grow. SDD provides centralized services for Indiana minority and women business owners, including: consultation on becoming a Purdue vendor liaison between external business owners and Purdue departments seeking goods and services connections to University entities that can assist business owners and entrepreneurs with business development ventures ongoing communication with minority and women business owners outreach to advocacy organizations
	<a href="http://www.purdue.edu/diversity-inclusion/">http://www.purdue.edu/diversity-inclusion/</a>	Welcome to Purdue University's Division of Diversity and Inclusion, where we are building a dynamic and synergistic campus community that is positioned to support the University's plans "to meet the challenges facing humanity, grow and create opportunities for Indiana and the global economy, and enhance student learning for success in a changing world."
Student Recruitment	<a href="http://www.purdue.edu/diversity-inclusion/students.html">http://www.purdue.edu/diversity-inclusion/students.html</a>	List of diversity organizations available to students

	<a href="http://www.purdue.edu/uns/html4ever/1996/9605.christians.en.html">http://www.purdue.edu/uns/html4ever/1996/9605.christians.en.html</a>	Purdue University is among the dozens of institutions starting to use the World Wide Web as a student recruitment tool.
	<a href="https://engineering.purdue.edu/WIEP/Programs/Recruiting/recruit.html">https://engineering.purdue.edu/WIEP/Programs/Recruiting/recruit.html</a>	The Purdue Office of Admissions has unveiled a World Wide Web site that provides information to prospective students about admission requirements, campus life, academic programs, housing, expenses and financial aid. Prospective students who connect to the web site can request a paper application or get information about connecting to the Purdue Application Resource That Never Sleeps (PARTNERS), a toll-free, dial-in electronic application service.
	<a href="http://www.purdue.edu/purdue/outreach_businesses/recruiting.html">http://www.purdue.edu/purdue/outreach_businesses/recruiting.html</a>	Recruitment efforts for women in the engineering department
	<a href="http://www.purdue.edu/hr/careers/lifeatpurdue/index.html#diversity">http://www.purdue.edu/hr/careers/lifeatpurdue/index.html#diversity</a>	List of links regarding student recruitment
Staff Recruitment	<a href="http://www.purdue.edu/ethics/oie/documents/OIEStaffManual_8.2010.pdf">http://www.purdue.edu/ethics/oie/documents/OIEStaffManual_8.2010.pdf</a>	Purdue Human Resources supports the commitment to diversity made by the University and is involved in various recruitment activities encouraging diverse individuals and groups to consider Purdue as an employer of choice.  Many organizations within Purdue and the local community can serve as resources for diversity related matters. <b>Has links to multiple resources</b>
	<a href="http://www.purdue.edu/ethics/oie/documents/OIEStaffManual_8.2010.pdf">http://www.purdue.edu/ethics/oie/documents/OIEStaffManual_8.2010.pdf</a>	Staff recruitment and retention guide
Student Retention	<a href="http://www.purdue.edu/discoverypark/lsamp/about/overview.php">http://www.purdue.edu/discoverypark/lsamp/about/overview.php</a>	The National Science Foundation's Louis Stokes Alliance for Minority Participation Program is aimed at increasing the quality and quantity of students successfully completing science, technology, engineering and mathematics (STEM) baccalaureate degree programs, and increasing the number of students interested in, academically qualified for and matriculated into programs of graduate study. LSAMP supports sustained and comprehensive approaches that facilitate achievement of the long-term goal of increasing the number of students who earn doctorates, particularly those from populations underrepresented in STEM fields.
	<a href="http://www.purdue.edu/ethics/contribute_pdf_docs/DiversityResourceGuide_04r.pdf">http://www.purdue.edu/ethics/contribute_pdf_docs/DiversityResourceGuide_04r.pdf</a>	Guide available for staff for mentoring students
Staff Retention	<a href="http://www.purdue.edu/ethics/oie/PUAffirmativeActionOffice-EmployeeRetentionGuide.html">http://www.purdue.edu/ethics/oie/PUAffirmativeActionOffice-EmployeeRetentionGuide.html</a>	Employee Retention Guide
	<a href="http://www.purdue.edu/newsroom/purduetoday/faculty_staff_news/2010/101103_OIESessions.html">http://www.purdue.edu/newsroom/purduetoday/faculty_staff_news/2010/101103_OIESessions.html</a>	The Office of Institutional Equity and Human Resources Employment are offering a series of sessions designed to assist supervisors in developing and refining their staff hiring and employee retention skills.
Diversity Programs and Co-Curricular Activities	<a href="http://www.purdue.edu/bcc/">http://www.purdue.edu/bcc/</a>	The Purdue Black Cultural Center is a vibrant element of campus life offering a wealth of programs and services for the campus and Greater Lafayette community. The BCC brings together the wonderful diversity of the Purdue family by nurturing and presenting the rich heritage of the African American experience through art, history and cultural understanding. The BCC fosters student learning and success. We host intellectually stimulating lectures, seminars and culturally relevant workshops. The BCC sponsors student performing arts in dance, drama, choral music and creative writing. The BCC library and computer lab are available to promote personal growth and development.
	<a href="http://www.pqsu.org/Home.html">http://www.pqsu.org/Home.html</a>	The Queer Student Union (QSU) serves as the umbrella organization for the LGBT community of Purdue University. We strive to promote a sense of unity in a comfortable and secure atmosphere and attend to the social, emotional, and political needs of the LGBT and otherwise queer population.
	<a href="http://www.noglstp.net/purdue/">http://www.noglstp.net/purdue/</a>	NOGLSTP at Purdue is a self-governing regional group affiliate of the National Organization of Gay and Lesbian Scientists and Technical Professionals, Inc. (NOGLSTP). Our purpose is to encourage and promote an environment for Lesbian, Gay, Bi-sexual, Transgender and Queer (LGBTQ) students, faculty, staff, and their partners at Purdue (especially in the Colleges of Engineering, Science, and Technology) that is supportive and inclusive and free from discrimination and bias.
	<a href="http://www.purdue.edu/lcc/">http://www.purdue.edu/lcc/</a>	The Latino Cultural Center at Purdue University serves as a resource to Latinos/as to celebrate and enhance understanding of the Latino culture through history, accomplishments, growth, and empowerment. In serving this mission, the LCC strives to build a community for Latino/a Boilermakers and alumni to share their ideas and experiences to enhance cultural awareness to the Purdue University campus and beyond. The LCC strives to provide leadership through programs that enhance advocacy, values, and customs that will lead to the continued recruitment, retention, and graduation of Latino/a students. Through these efforts, the LCC is committed to helping Latino/a students develop the leadership skills needed to take into their communities to promote and share the Latino culture. Overall, the LCC serves the entire student body, faculty/staff, alumni, and friends to share, educate, and enhance Latino/a culture.
	<a href="http://www.purdue.edu/naecc/">http://www.purdue.edu/naecc/</a>	Purdue's Native American Educational and Cultural Center (NAECC) is your home away from home, providing resources and support for all tribal nations. A chat. A cup of coffee. Laughter. Ideas. Friends. Even just directions for that next class.

	<a href="http://www.purdue.edu/butler/events.shtml">http://www.purdue.edu/butler/events.shtml</a>	The Susan Bulkeley Butler Center for Leadership Excellence serves as a catalyst for developing leadership for the 21st century. The Butler Center provides research support, educational seminars, workshops and experiences that enhance both aspiring and experienced leaders' understanding and ability to manage today's complex institutions of various types, particularly colleges and universities. The vision of the Center is to support, with collaboration from other University units and organizations, the preeminence of Purdue University as a leader, as well as a university that is welcoming and inclusive of its diversity of women students, staff and faculty while recognizing the achievements and relevance of women in all its aspects.
	<a href="http://www.purdue.edu/bcfs/about/history.shtml">http://www.purdue.edu/bcfs/about/history.shtml</a>	From its earliest years, the Caucus undertook monitoring the number and status of African American staff and students at Purdue, providing mutual support, and engaging upper-administration in planning for change and advancement on matters of concern.
	<a href="http://www.ippu.purdue.edu/china/">http://www.ippu.purdue.edu/china/</a>	Purdue University China Center in the Office of International Programs serves as the expert authority on China for the University. The Center provides expertise on China's educational systems, scientific and technological developments, and Chinese consumers.
	<a href="http://tell.fll.purdue.edu/confucius/">http://tell.fll.purdue.edu/confucius/</a>	In partnership with Purdue University China Center and Shanghai Jiao Tong University, the Confucius Institute at Purdue (CIP) promotes Chinese programs and studies on China, initiates and fosters Chinese language and cultural programs to serve Purdue University, the Greater Lafayette community and the State of Indiana by providing value-added information and expertise on Chinese culture and language education in business, global engineering and tourism for academic programs, research project teams, community outreach and K-12 schools.
	<a href="http://www.purdue.edu/lcc/lafasa.html">http://www.purdue.edu/lcc/lafasa.html</a>	The goals of LaFaSA are to communicate interests, concerns, and awareness of Latinos; Assist in recruitment and retention of Latino faculty, staff, and students; Foster the academic mission of Purdue; Enhance progress of our faculty and staff through the ranks; Provide valuable cultural programming to educate the broader population.
	<a href="http://www.purdue.edu/provost/initiatives/diversity.html">http://www.purdue.edu/provost/initiatives/diversity.html</a>	List of colleges that have diversity initiatives
	<a href="http://www.purdue.edu/ethics/oie/upcoming.html">http://www.purdue.edu/ethics/oie/upcoming.html</a>	Upcoming events held by the Office of Institutional Equity
	<a href="http://www.purdue.edu/diversity-inclusion/events.html">http://www.purdue.edu/diversity-inclusion/events.html</a>	Diversity Events Calendar
Community Programs	<a href="http://www.purdue.edu/servicelearning/Service_Learning/about.html">http://www.purdue.edu/servicelearning/Service_Learning/about.html</a>	Service-Learning, a subset of service-engagement, is a course-based, credit-bearing educational experience in which students: Participate in an organized service activity that meets identified community needs; Use knowledge and skills directly related to a course or discipline; and Reflect on the service activity in such a way as to gain further understanding of course content, a broader appreciation of the discipline, and an enhanced sense of personal values and civic responsibility.
	<a href="http://www.purdue.edu/engagement/service/community.shtml">http://www.purdue.edu/engagement/service/community.shtml</a>	List of community engagement opportunities
Diversity Courses	<a href="https://www.science.purdue.edu/index.php?option=com_content&amp;view=article&amp;catid=56:uncategorized&amp;id=276:approved-courses-in-diversity">https://www.science.purdue.edu/index.php?option=com_content&amp;view=article&amp;catid=56:uncategorized&amp;id=276:approved-courses-in-diversity</a>	List of diversity courses offered
Diversity Training	<a href="http://docs.lib.purdue.edu/dissertations/AAI3037584/">http://docs.lib.purdue.edu/dissertations/AAI3037584/</a>	Instructional design strategies for diversity training programs
	<a href="http://www.purdue.edu/ethics/oie/events.html">http://www.purdue.edu/ethics/oie/events.html</a>	Educational opportunities and briefings for staff diversity training
Outreach	<a href="http://www.purdue.edu/engagement/">http://www.purdue.edu/engagement/</a>	Purdue believes in being a good neighbor. Through the Office of Engagement, the university uses its diverse resources to address issues affecting the prosperity and quality of life throughout the state and beyond.

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://scs.tamu.edu/?q=node/23">http://scs.tamu.edu/?q=node/23</a>	Texas A&M University is a diverse community that includes many groups of people, some of whom have been historically discriminated against on the basis of characteristics such as racial, ethnic, and cultural background, national origin, gender, sexual orientation, age, physical and mental abilities, religious beliefs, and socioeconomic status. The staff of the Student Counseling Service believes that prejudice and discrimination are detrimental to human development. The staff supports an environment in which everyone is respected, welcomed, and appreciated. The appreciation and valuing of diversity contribute to the development of community in its most ideal sense. The staff of the Student Counseling Service also values the creation and maintenance of an atmosphere of openness and trust in which everyone is encouraged to explore and discuss their attitudes, values, beliefs, and behaviors. The process of learning about and being sensitive to the diverse life experiences of others enhances staff members individually and as a group, which enables the staff to provide the highest quality of service and training. The staff of the Student Counseling Service will continually assess its progress in fostering an environment where everyone is respected, welcomed, and appreciated. Areas to assess will include such things as the physical environment, interpersonal communication, student feedback, and continuing education. As the staff of the Student Counseling Service proceeds on the journey of developing their community, they will value and practice community building behaviors including mutual respect, civility, and responsible forthrightness.
	<a href="http://diversity.tamu.edu/WhatsDiversity/CommitmentToDiversity.aspx">http://diversity.tamu.edu/WhatsDiversity/CommitmentToDiversity.aspx</a>	As a major public institution of higher education, Texas A&M University has both an extraordinary opportunity and a special responsibility to create and maintain a climate that affirms diversity of persons as well as diversity of views. Diversity is an indispensable component of academic excellence. A commitment to diversity means a commitment to the inclusion, welcome, and support of individuals from all groups, encompassing the various characteristics of persons in our community. Among these characteristics are race, ethnicity, national origin, gender, age, socioeconomic background, religion, sexual orientation, and disability. As we harness the power of diversity, we will provide students, faculty, and staff a university experience rich in perspectives and opportunities to learn from each other. In the spirit of shared responsibility, we encourage each University unit, student organization, and campus community member to help make our campus a welcoming place for all.
Diversity Action Plans	<a href="http://diversity.tamu.edu/WhatsDiversity/ConceptualFramework.aspx">http://diversity.tamu.edu/WhatsDiversity/ConceptualFramework.aspx</a>	Conceptual framework for diversity
	<a href="http://diversity.tamu.edu/CampusStats/CampusStats.aspx">http://diversity.tamu.edu/CampusStats/CampusStats.aspx</a>	Student and staff diversity profiles
	<a href="http://diversity.tamu.edu/Documents/DiversityPlan.pdf">http://diversity.tamu.edu/Documents/DiversityPlan.pdf</a>	Diversity Action Plan PDF
Equal Opportunity Policies	<a href="http://vision2020.tamu.edu/">http://vision2020.tamu.edu/</a>	Vision 2020: Creating a Culture of Excellence articulates Texas A&M University's bold recognition of necessary institutional evolution required to achieve its mission as a land, sea, and space grant institution of global preeminence. Adopted in 1999, with an explicit vision for acceptance as a consensus leader among peer public institutions, more than 250 stakeholders worked to identify benchmarks, which if achieved, would enhance the value of Texas A&M to The Texas A&M University System, the State of Texas, and the nation.
	<a href="http://diversity.tamu.edu/WhatsDiversity/CommitmentStatements.aspx">http://diversity.tamu.edu/WhatsDiversity/CommitmentStatements.aspx</a>	Includes commitment to diversity and equal opportunity policy links
Equal Opportunity and Inclusion Practices	<a href="http://dms.tamu.edu/whatyoucando">http://dms.tamu.edu/whatyoucando</a>	List of what students can do to create a community of respect
	<a href="http://disability.tamu.edu/">http://disability.tamu.edu/</a>	Disability Services promotes an academic experience for students with disabilities that is fully inclusive and accessible.
	<a href="http://diversity.tamu.edu/AboutUs/AboutUs.aspx">http://diversity.tamu.edu/AboutUs/AboutUs.aspx</a>	The Mission of the Office of the Vice President and Associate Provost for Diversity is to facilitate, coordinate, advance, amplify, inform, and monitor the University and its many units as we develop our strength in - and evidence of - respect for diversity.
	<a href="http://provost.tamu.edu/initiatives/councils-task-forces-folder/climate-diversity-folder/climate-diversity">http://provost.tamu.edu/initiatives/councils-task-forces-folder/climate-diversity-folder/climate-diversity</a>	Purpose: To provide counsel to the President and the Provost and Executive Vice President for Academics on all ways of attracting and retaining culturally diverse students, faculty, and staff to Texas A&M University and to strengthen, sustain, and promote our diversity efforts in support of Vision 2020 goals. In addition, the Council will assist the Vice President and Associate Provost for Diversity in planning appropriate assessment and evaluation of all university units regarding diversity-related endeavors.
	<a href="http://diversity.tamu.edu/DiversityOperations.aspx">http://diversity.tamu.edu/DiversityOperations.aspx</a>	Diversity Operations Committee: This standing university-wide committee, functioning similar to the Academic Operations Committee (AOC) and the Graduate Operations Committee (GOC), will serve as an advisory body to the Vice President and Associate Provost for Diversity. In addition, the Committee will be charged to: Ensure that all existing and planned policies, operations, procedures, and all major plans for organizational change are pursued with careful attention to their impact on our diversity goals; Ensure strategic coordination of university-wide diversity-related activities; Consider processes for the collection of equity and climate data, diversity initiatives, as well as recruitment and retention strategies and outcomes; Consider means for enhancing the effectiveness of our collective diversity initiatives, taking into account best practices, and the distinctive cultures of our various units.
	<a href="http://diversity.tamu.edu/CampusDiversity/InitiativesByType.aspx">http://diversity.tamu.edu/CampusDiversity/InitiativesByType.aspx</a>	Database that allows you to search for diversity initiatives based on type, target audience, etc

	<a href="http://diversity.tamu.edu/CampusClimate/CampusClimateStudies.aspx">http://diversity.tamu.edu/CampusClimate/CampusClimateStudies.aspx</a>	Links to climate surveys
	<a href="http://diversity.tamu.edu/CampusClimate/Presentations.aspx">http://diversity.tamu.edu/CampusClimate/Presentations.aspx</a>	Links to powerpoint presentations given on campus climate
Student Recruitment	<a href="http://dms.tamu.edu/futurestudents">http://dms.tamu.edu/futurestudents</a>	As you make your decision to attend Texas A&M University, we hope you visit the programs and services listed in this area. The Department of Multicultural Services is available to assist you with making the decision to attend and transitioning to Texas A&M University.
	<a href="https://dms.tamu.edu/medals">https://dms.tamu.edu/medals</a>	MEDALS has a mission to provide high school students the unique experience of viewing opportunities at Texas A&M University from a diverse perspective. Texas A&M University students host the MEDALS two-day conference, designed to include a higher education focus, the feel of college life, as well as interactions with a diverse group of peers. The program is comprised of two tracks of sessions, one for high school students and one for parents, high school counselors, and other organization representatives.
Staff Recruitment	<a href="http://employees.tamu.edu/docs/employment/hiring/415AddDiversity.pdf">http://employees.tamu.edu/docs/employment/hiring/415AddDiversity.pdf</a>	Increasing diversity of the University staff is one of the major objectives of Vision 2020. Increasing diversity should be a significant part of each step of the hiring process. This discussion outlines methods a department can use to increase diversity in their hiring process.
	<a href="http://careercenter.tamu.edu/guides/tamuemployees/?sn=faculty&amp;">http://careercenter.tamu.edu/guides/tamuemployees/?sn=faculty&amp;</a>	The Career Center manages campus recruiting for Texas A&M University. The Career Center staff coordinates on-campus interviewing, provides career education, and offers experiential education opportunities (i.e. co-op education, internships, and externships) for our students. Through the Career Coordinators and advisors, we provide targeted career services to the colleges, graduate students, and former students.
Student Retention	<a href="https://dms.tamu.edu/leadership/stuorg_excel">https://dms.tamu.edu/leadership/stuorg_excel</a>	ExCEL is a student organization and program designed to help freshmen find academic, social, and personal balance at Texas A&M. ExCEL assists freshman in making a smooth transition from high school by encouraging them through high school-to-college challenges, fostering a community where students can culturally identify, forging new relationships & integrating into life at Texas A&M, informing students about various campus opportunities and services, and building a support system through upper-class students. The ExCEL Orientation Conference launches ExCEL and consists of a two-day celebration, familiarizing participants with the program and life at Texas A&M University.
	<a href="http://dms.tamu.edu/node/820">http://dms.tamu.edu/node/820</a>	We offer FREE one-on-one and group tutoring for all currently enrolled undergraduates at Texas A&M University. The courses for which tutoring is offered vary from semester to semester.
	<a href="http://dms.tamu.edu/campusconnections">http://dms.tamu.edu/campusconnections</a>	The Campus Connections programs is made up of volunteer faculty and staff who are willing to make themselves available to students to serve as a resource or potential mentor.
	<a href="http://dms.tamu.edu/welcomesocial/student">http://dms.tamu.edu/welcomesocial/student</a>	On behalf of the Department of Multicultural Services (DMS), let me welcome you to Texas A&M University! At the heart of our department's work is "Developing Leaders for a Multicultural World," and this involves connecting students with opportunities to enhance their personal and professional development. The DMS provides multiple support services for current and prospective students from underrepresented populations and offers diversity education programs fostering inclusive learning environments.
		We would like you to join us in providing this networking and community building event, titled the "Welcome Social," as part of this year's Gig 'Em Week calendar of events.
	<a href="http://dms.tamu.edu/clues/about">http://dms.tamu.edu/clues/about</a>	C.L.U.E.S (Cultural Leadership Understanding and Exploration for Sophomores) is a sophomore learning community developed by the Department of Multicultural Services and the Department of Agricultural Leadership, Education and Communications. It emphasizes multiculturalism, diversity/sensitivity, and leadership. Retention Related Program Outcomes: Student will articulate the importance of one's sense of self from a social and cultural context. Students will appreciate cross-cultural differences enhancing their capacity for healthy relationships. Students will apply leadership and professional development competencies. Student will create a blueprint enabling them to establish and progress towards their personal and professional goals. Students will feel enabled through peer and administrative support systems impacting matriculation and graduation from Texas A&M University.
Staff Retention	<a href="http://diversity.tamu.edu/FacultyStaff/FacultyStaffOrgs.aspx">http://diversity.tamu.edu/FacultyStaff/FacultyStaffOrgs.aspx</a>	List of staff diversity-related organizations
	<a href="http://diversity.tamu.edu/Networks.aspx">http://diversity.tamu.edu/Networks.aspx</a>	List and descriptions of faculty and staff networks
	<a href="http://diversity.tamu.edu/Mediation/Mediation.aspx">http://diversity.tamu.edu/Mediation/Mediation.aspx</a>	Meditation services for staff
Diversity Programs and Co-Curricular Activities	<a href="https://dsacms.tamu.edu/~dms/outsidethebox/program">https://dsacms.tamu.edu/~dms/outsidethebox/program</a>	Our student leaders are entering the corporate world where it is crucial that they manage diversity issues. Major corporations depend on multicultural skills in decision making and promotion processes. We believe involvement in student organizations provide students opportunities to practice their organization management skills. To help them take an organizational approach to diversity, corporate representatives specializing in diversity initiatives will act as resources to student leaders. Corporate guests will share their experiences, stress the importance of multicultural competence in the workplace, and enlighten students of consequences for lacking the necessary skill set to be a productive and conscientious leader.
	<a href="http://bgsa.tamu.edu/">http://bgsa.tamu.edu/</a>	We, in BGSA, are from various cities, disciplines, and experiences. We find ourselves here at A&M in pursuit of higher education. However, in this quest, we cannot forget to live our lives. So we try to shape our surroundings into something that is in line with that goal. It is there that BGSA serves as a voice for African American Graduate Students on this campus. However, our reach does not end there. We have African American Professionals in the community who are members of BGSA as well. This should be expected since our existence is not confined to the Texas A&M University campus. African American professionals in the community provide a unique perspective that is greatly needed if we plan to create and maintain an environment in which we can flourish in all aspects of our lives. BGSA is a community...a family. Welcome HOME!

The HLGSA is an educational organization committed to the recruitment and retention, and academic/professional development of Hispanic/Latino/a graduate students, as well as to the solicitation of support to foster a nurturing environment for Latino/a graduate students at Texas A&M.

<http://hgsa.tamu.edu/node/7>

HLGSA strives to accomplish this mission through the following:  
Establishing and implementing programs and workshops for the purposes of networking; fostering the development of positive relationships between students, faculty, and staff; and enhancing the orientation experience of students at Texas A&M.  
Coordinating efforts to promote and encourage the retention and recruitment of Hispanic/Latino/a students in graduate programs at the university.  
Identifying and utilizing information and resources to effectively carry out the HLGSA mission and enable Hispanic/Latino/a graduate students to be successful at Texas A&M.

To serve as a vehicle through which African Americans are fully recognized as contributing members of Texas A&M University, its local system components, and the community at-large.

[http://aapo.tamu.edu/page.asp?area=aapo\\_mission](http://aapo.tamu.edu/page.asp?area=aapo_mission)

Our major goals are to:  
Provide assistance and support to Texas A&M African American students, faculty, staff, and citizens in the community.  
Assist and advise Texas A&M on issues related to the enhancement of African American faculty, administrators, staff and students, and community citizens.  
Develop a political initiative to monitor, interact or intervene with legislative bodies at local, state, and national levels relative to African American issues and concerns.  
Work with the myriad of African American and other organizations who aspire to "speak to" and "speak for" African American people on African American issues at Texas A&M and the Bryan/College Station community.

<http://phn.tamu.edu/>

The mission of the Professional Hispanic Network is to serve as an advocate group on Hispanic concerns and issues at the University and local community. A dynamic network for Hispanic staff and faculty members at Texas A&M University, the Professional Hispanic NNetwork shall work towards enhancing the experience, education, and quality of life of all Hispanics at Texas A&M University and the Bryan/College Station community through programming, professional development activities, and networking.

<http://dms.tamu.edu/aboutus>

The department goals are to assist underrepresented students transitioning to Texas A&M University while providing academic and educational services for all students. This is accomplished by providing leadership opportunities, co-curricular and extra curricular activities that inform, educate, engage, challenge, and enhance students' development and global perspectives.

<http://dms.tamu.edu/daytrip>

As the Department of Multicultural Services our primary aim is to prepare our students for a global world. To that end, we would like for as many students as possible to participate in an international experience, however because many students cannot afford going abroad we would like to offer them opportunities to become globally minded while ensuring cost efficiency.

<http://sbslc.tamu.edu/>

The Cultural Day Trip program is a unique collaborative initiative in which a faculty member that has an expertise in a specific area of study works with our department staff to plan and execute a trip. The day prior to departure the faculty member will conduct a lecture to educate the students on their research and prepare them for the trip.

<http://nphc.tamu.edu/aasli>

In 1989, innovated collegians at Texas A&M University began a legacy now known as the Southwestern Black Student Leadership Conference. SBSLC was formed as a yearly forum where African-American students from across the country could assemble yearly for professional development and to discuss the problems and concerns that affect their community. Now in its 24th year of existence, SBSLC carries on that legacy and unites nearly 1,000 student participants, advisors and presenters each January for four truly impactful days. This year promises to be just as exciting as the last.

<https://dsacms.tamu.edu/~dms/ideaal>

Started in 2002, African American Student Leadership Institute (AASLI) is a semester-long program for sophomores meeting cultural balancing needs from the social, historical, racial, self-acceptance, self-concept, and integration contexts. Through collaboration between the National Pan-Hellenic Council (NPHC) and Departments of Multicultural Services and Greek Life, AASLI offers developmental education and experiential learning through program development, community service activities, role modeling, academic enhancement, leadership development, scholarship opportunities and social networking.

<http://apcouncil.tamu.edu/about>

IDEAAL stands for Institute for the Development and Education of Asian-American Leaders.  
IDEAAL is a program designed to give Asian American freshman at Texas A&M early exposure to issues of culture, leadership, and community service. IDEAAL seeks to enhance the experience of its participants by giving them the opportunity to explore leadership and identity as it applies to Asian American Culture. The goal of the program is to give participants a greater understanding of self and community, thus making them more prepared and motivated to become leaders at Texas A&M University and beyond. The program will accomplish this through two avenues, workshops and mentoring.

<http://bsac.tamu.edu/>

Asian Presidents Council is an umbrella organization that unites and strengthens the Asian organization on the Texas A&M University campus. Our organization's goals are to increase communication and support between all Asian organizations, provide leadership and organizational development opportunities to students in APC organizations, and most of all promote awareness of the existing Asian organizations and cultures to the student body at Texas A&M University.

<http://hpc.tamu.edu/>

With an opening celebratory reception in 2005, the Black Student Alliance Council (BSAC) launched as an effort to unite Black Aggies. Student leaders founded the BSAC to serve as a sounding board in formulating a voice for Black students at Texas A&M University. The purpose of BSAC is to enhance and unify the Black community while making the Texas A&M campus more aware of the accomplishments, achievements and needs of the Black student body. The council also fosters the commitment and investment of students in the Black Aggie Community by serving as an ally and community-building social network.

<http://dms.tamu.edu/abmc>

Hispanic Presidents' Council seeks to provide a mechanism through which all Hispanics can become full and contributing students of Texas A&M University. To obtain its purpose, the council will promote the awareness of existing Hispanic organizations available to the student body of Texas A&M University. HPC will serve as an umbrella support group for the organizations by disseminating resources to the student population and the prospective organizations involved, and thus providing a "voice" for the concerns of the Hispanic population.

The mission of ABMC is to provide Black males on the Texas A&M Campus with an array of developmental and social activities. This will be accomplished through leadership development, community service activities, social, and educational activities that will engage and build camaraderie amongst the black male population at Texas A&M.



	<p><a href="http://uact.tamu.edu/">http://uact.tamu.edu/</a></p> <p><a href="http://dms.tamu.edu/diversityedu/org.htm">http://dms.tamu.edu/diversityedu/org.htm</a></p> <p><a href="http://diversity.tamu.edu/Students/Studentorgs.aspx">http://diversity.tamu.edu/Students/Studentorgs.aspx</a></p> <p><a href="http://diversity.tamu.edu/CampusClimate/CampusDiversityEvents.aspx">http://diversity.tamu.edu/CampusClimate/CampusDiversityEvents.aspx</a></p> <p><a href="http://diversity.tamu.edu/Documents/DifficultDialoguesProgram.pdf">http://diversity.tamu.edu/Documents/DifficultDialoguesProgram.pdf</a></p>	<p>U-ACT is an organization housed within the Department of Multicultural Services. We believe that through peer diversity education, we can promote a welcoming campus community. We want to have the most diverse group of facilitators because we ALL come from a diverse array of cultural backgrounds. Members of U-ACT are formally trained by professional diversity educators so no worries there!</p> <p>The purpose of University Awareness for Cultural Togetherness (U-ACT) is to improve cultural awareness and respect for diversity on the Texas A&amp;M University campus through peer diversity education.</p> <p>ERASE is a peer leadership program that promotes inclusiveness specifically within the residence halls. Members of the ERASE team are Resident Assistants from every hall on the campus of Texas A&amp;M University. Staff members from both the Department of Multicultural Services and the Department of Resident Life co-advise this organization.</p>
		<p>Both organizations create, coordinate, and execute fun and educational activities, forums, retreats and programs for students. <b>They have an actual website, erase.tamu.edu, but for whatever reason I couldn't connect to it</b></p>
		<p>List of other student organizations, including those related to LGBT, women, etc</p>
		<p>Campus-wide diversity events listed by year</p>
		<p>Difficult Dialogues is a program originated by the Ford Foundation and designed to promote academic freedom and religious, cultural, and political pluralism on college and university campuses in the United States [Ford Foundation, 2005]. The Difficult Dialogues Program at Texas A&amp;M University aims to build capacity for engaging in effective communication, encourage productive conflict management, and support a skill set for handling difficult dialogues with a focus on intact work groups.</p>
Community Programs	<p><a href="http://dms.tamu.edu/diversityedu/communit&gt;y">http://dms.tamu.edu/diversityedu/communit&gt;y</a></p>	<p>The purpose of the CommUnity Conversations series is to provide an opportunity to engage the campus community in a dialogue about current topics related to diversity. A CommUnity Conversations program is held once a month.</p> <p>Invent speakers briefly highlight the issues, and a dialogue is facilitated to further explore different facets of those issues. Participants are asked to share their thoughts, experiences, and ideas as well as explore future implications. All students (both undergraduate and graduate), staff, and faculty of all backgrounds are welcome to participate. The number of participants varies from 25-50 so the discussion is rich by various views being presented on the topics.</p>
	<p><a href="http://diversity.tamu.edu/CampusDiversity/Community.aspx">http://diversity.tamu.edu/CampusDiversity/Community.aspx</a></p>	<p>As a land-grant institution, Texas A&amp;M University has both the privilege and responsibility to extend broad-based education and to serve the public good. Thus, we commit to actively serving as a resource for the community we call home. The goal of our community engagement initiative is to create meaningful and sustained university-community partnerships focused on working collaboratively to enhance the climate for diversity. This initiative seeks to advance our goal of inclusion by drawing faculty, students, staff, and community members into collaborative and mutually beneficial interactions and conversations that enrich the lives of both Texas A&amp;M University and the community. Our office hosts annual university-community forums and establishes project teams to address strategic issues in an effort to ensure that the University and the Bryan/College Station communities are seen as welcoming, supportive, and inclusive environments for all.</p>
Diversity Courses	<p><a href="http://dms.tamu.edu/diversityedu/socialjustice.htm">http://dms.tamu.edu/diversityedu/socialjustice.htm</a></p>	<p>Social Justice Seminar Course Objective:</p> <ul style="list-style-type: none"> <li>To heighten the students' awareness of the different aspects of social justice in America and other parts of the world.</li> <li>To critically examine factors that influence social participation, exclusion, power or oppression;</li> <li>To develop a theoretical framework, a common language, a knowledge base, and a repertoire of presentation skills that will allow them to talk about these issues;</li> <li>To provide a context for students to acquire the knowledge and skills needed for promoting social equality using identity development, student development and social justice theories.</li> </ul>
	<p><a href="http://dms.tamu.edu/diversityedu/acadconnection.htm">http://dms.tamu.edu/diversityedu/acadconnection.htm</a></p> <p><a href="http://envp.tamu.edu/pdfs/icd.pdf">http://envp.tamu.edu/pdfs/icd.pdf</a></p>	<p>The Diversity Education team, working in individual collaboration with professors of all disciplines, develops modules that are part of their curriculum and the syllabus to explore the importance of multiculturalism in their discipline, and ways of better understand and serve different populations.</p> <p>List of courses that fit under the diversity requirement</p>
Diversity Training	<p><a href="https://dsacms.tamu.edu/~dms/Insight/program">https://dsacms.tamu.edu/~dms/Insight/program</a></p>	<p>The Department of Multicultural Services In-Sight: A Diversity Training Institute for Students is a one day dynamic and interactive training program for students. This is a great opportunity for students come together to build community on campus and to get a deeper understanding of diversity and multiculturalism. All student participants will receive a certificate of completion from the institute.</p>
	<p><a href="http://dms.tamu.edu/dti/program">http://dms.tamu.edu/dti/program</a></p>	<p>DTI is a dynamic and interactive 3-day training program that combines theory and practice to give participants the essential tools to understand, design, promote and present a variety of diversity education issues and activities.</p>
	<p><a href="http://dms.tamu.edu/diversityedu/facilitation.htm">http://dms.tamu.edu/diversityedu/facilitation.htm</a></p>	<p>The Institute is designed for people interested in deepening their understanding of diversity issues and/ or in the development, management or training components of diversity education initiatives. Facilitators will share methods designed to promote general cultural awareness, as well as ways to facilitate effective dialogue.</p> <p>Diversity Education presenters are trained professional facilitators who coordinate and execute a variety of diversity programs and initiatives for different segments of the Texas A &amp; M campus community.</p>

<http://dms.tamu.edu/diversityedu/inclleadership.htm>

By the end of the workshop, participants will be able to:  
Recall and practice the skills of inclusive leadership.  
Analyze how cultural identity influences our perspectives.  
Recognize how stereotypes affect individuals, organizations and the campus.  
Develop a personal action plan for continued learning and for enhancing inclusion within their environment.

<http://eodinfo.tamu.edu/CompetencyTraining/CoreCompetencies/WorkingOthers/Diversity.aspx>

Links for faculty and staff online training

Outreach

<http://www.science.tamu.edu/outreach/>

There were no campus-wide outreach programs that I could find - only outreach programs within colleges. This link is to a few offered by the college of science

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://facultygovernance.arizona.edu/sites/default/files/SP%202010.pdf">http://facultygovernance.arizona.edu/sites/default/files/SP%202010.pdf</a>	Strategic plan that addresses diversity
	<a href="http://equity.arizona.edu/oiefiles/SheltonMessageFAQ107.pdf">http://equity.arizona.edu/oiefiles/SheltonMessageFAQ107.pdf</a>	Value of Diversity/Impact of Proposition 107: Message from the President
	<a href="http://www.president.arizona.edu/memos_letters/reaaffirmation-commitment-equal-opportunity-and-affirmative-action">http://www.president.arizona.edu/memos_letters/reaaffirmation-commitment-equal-opportunity-and-affirmative-action</a>	Reaffirmation of Commitment to Equal Opportunity and Affirmative Action
	<a href="http://oirps.arizona.edu/Diversity.asp">http://oirps.arizona.edu/Diversity.asp</a>	Student and staff diversity demographics
Diversity Action Plans	<a href="http://grad.arizona.edu/diversity">http://grad.arizona.edu/diversity</a>	The University of Arizona Graduate College is highly committed to recruiting and retaining a talented and diverse student body. Of particular relevance to higher education is the understanding that diversity of ideas, perspectives and approaches is critical to the advancement of knowledge. We believe that students from diverse backgrounds bring unique life experiences to the investigation of scholarly and scientific problems, and unique perspectives to interdisciplinary issues, of crucial importance to understanding our world and resolving problems confronting humankind.
	<a href="http://www.arizona.edu/diversity/benefits-diversity-inclusion">http://www.arizona.edu/diversity/benefits-diversity-inclusion</a>	
	<a href="http://www.arizona.edu/sites/arizona.edu/files/users/user20/Diversity_Action_Plan_2002.pdf">http://www.arizona.edu/sites/arizona.edu/files/users/user20/Diversity_Action_Plan_2002.pdf</a>	2002 Diversity Action Plan
	<a href="http://www.arizona.edu/sites/arizona.edu/files/users/user20/Diversity_Action_Plan_Progress_Report_2005.pdf">http://www.arizona.edu/sites/arizona.edu/files/users/user20/Diversity_Action_Plan_Progress_Report_2005.pdf</a>	2005 Diversity Plan Progress Report
Equal Opportunity Policies	<a href="http://www.u.arizona.edu/~millen/phase1/report-summary.htm">http://www.u.arizona.edu/~millen/phase1/report-summary.htm</a>	The Millenium Project: enhancing campus climate for academic excellence. Links to executive summary and summary reports. Goal: to transform the University into a diverse, fair, and hospitable community where faculty can work unimpeded by considerations of gender, race/ethnicity, or rank.
	<a href="http://www.arizona.edu/diversity/policies-statements">http://www.arizona.edu/diversity/policies-statements</a>	List of diversity related policies and statements
Equal Opportunity and Inclusion Practices	<a href="http://www.arizona.edu/diversity/about-us">http://www.arizona.edu/diversity/about-us</a>	Programs for Inclusive Excellence, Office of the President serves as a focal point for campus diversity efforts and collaborates with campus leadership to develop high-quality, high impact strategies to advance inclusive excellence at the University of Arizona, the southwest's premier research institution.
	<a href="http://deanofstudents.arizona.edu/campustrends">http://deanofstudents.arizona.edu/campustrends</a>	Campus climate studies
	<a href="http://www.arizona.edu/diversity/diversity_coalition">http://www.arizona.edu/diversity/diversity_coalition</a>	The Diversity Coalition (DC) is a resource for the President as well as for all campus community members, organizations, and departments who wish to access expert guidance and creative strategies to infuse diversity and inclusion within their discourse, policies, and practices so that the University of Arizona can produce the highest quality scholarship, teaching, and service possible. In addition to serving as an educational resource, the DC functions as a communications conduit between the President, diverse constituency groups, and the broader campus community to ensure that the UA is an accessible academic community that supports the full participation of all those who learn and work here.
	<a href="http://www.equity.arizona.edu/">http://www.equity.arizona.edu/</a>	Office of Institutional Equity: We lead efforts to promote equity and opportunity, create spaces for meaningful conversations, strengthen relationships across diverse groups, and help build an inclusive learning and work environment for all members of the University community.
	<a href="http://csw.arizona.edu/">http://csw.arizona.edu/</a>	CSW is a group of women and men who want to facilitate the vision of a just and inclusive UA Campus by supporting the creation of a place that allows women and men to be successful in their education and work. We proactively seek to implement programs such as on-site child care for employees and students and parental accommodation for graduate students, we monitor the statistics and culture on campus to identify signs that indicate that women are succeeding and we seek to raise awareness to improve all of our behaviors towards a more inclusive future.
	<a href="http://www.health.arizona.edu/hpps_oasis_program.htm">http://www.health.arizona.edu/hpps_oasis_program.htm</a>	The Oasis Program was established to provide a variety of services to UA students, staff, and faculty (men, women, and transgendered persons) who are impacted by sexual assault, relationship violence, and stalking.
	<a href="http://deanofstudents.arizona.edu/access_inclusion">http://deanofstudents.arizona.edu/access_inclusion</a>	UA campus units that comprise the area of Access and Inclusion ensure promising minority, low-income, and first generation college bound students from local middle and high schools have the necessary information to plan and prepare for college. Additionally, these units promote an inclusive campus environment that supports UA students by providing a community space where a sense of belonging can be developed, and sponsoring opportunities that enhance social consciousness. Has links to Student Affairs offices of different ethnic groups

Student Recruitment	<a href="http://www.arizona.edu/diversity/get-started-information-prospective-students">http://www.arizona.edu/diversity/get-started-information-prospective-students</a>	<p>The University of Arizona promotes inclusive environments where all students can achieve their full potential. The resources provided here are meant to facilitate students' entry into the University and their pathways from acceptance through graduation and beyond. <b>Has links to all diversity programs offered for potential new students</b></p>
Staff Recruitment	<a href="http://www.arizona.edu/diversity/get-admitted-new-students">http://www.arizona.edu/diversity/get-admitted-new-students</a>	<p>Links to how the university recruits diverse grad students, undergrad students, and international students. Some links were broken however</p>
Staff Recruitment	<a href="http://humanities.arizona.edu/sites/default/files/DiversityProposal.pdf">http://humanities.arizona.edu/sites/default/files/DiversityProposal.pdf</a>	<p>Proposal by the college of humanities on staff recruitment and retention</p>
Staff Recruitment	<a href="http://www.equity.arizona.edu/tips_for_recruiting_diverse_faculty">http://www.equity.arizona.edu/tips_for_recruiting_diverse_faculty</a>	<p>Tips on recruiting a diverse faculty</p>
Student Retention	<a href="http://www.life.arizona.edu/home/graduate-housing/graduate-community-living/graduate-diversity-and-social-justice">http://www.life.arizona.edu/home/graduate-housing/graduate-community-living/graduate-diversity-and-social-justice</a>	<p><b>Residence Life's Commitment to Diversity and Social Justice:</b> Residence Life is committed to creating and maintaining safe, inclusive communities that welcome and accept people of all identities. The diverse characteristics and backgrounds of our residents and staff are central to the mission and values of Residence Life. We strive to create an environment that invites the full and equal participation from all who live and work in our halls. We believe that a multicultural, socially just environment is essential to the personal growth of students and staff, and their involvement in our increasingly global world.</p>
Student Retention	<a href="http://www.arizona.edu/diversity/resources-inclusive-classrooms-and-workplaces">http://www.arizona.edu/diversity/resources-inclusive-classrooms-and-workplaces</a>	<p>Resource list for staff to keep the classroom/workplace inclusive</p>
Staff Retention	<a href="http://www.advance.arizona.edu/index.cfm">http://www.advance.arizona.edu/index.cfm</a>	<p>The ADVANCE program seeks to actively advance the research and scientific reputation of the University of Arizona by promoting faculty diversity and the equitable treatment of faculty. This mission will benefit scientists, students and citizens of the state of Arizona by promoting discovery and innovation and ensuring all scientists regardless of gender, race, or ethnicity, have the opportunity to excel and to be recognized for their achievement.</p>
Staff Retention	<a href="http://graceproject.medicine.arizona.edu/">http://graceproject.medicine.arizona.edu/</a>	<p>The GRACE Project (Generating Respect for All in a Climate of academic Excellence) looked at what causes disparity between male and female faculty in the college of medicine. Link includes more information on the study and the final report.</p>
Staff Retention	<a href="http://oirps.arizona.edu/UACOACHEFacultySurvey.asp">http://oirps.arizona.edu/UACOACHEFacultySurvey.asp</a>	<p>U of Arizona is a member of COACHE. The Collaborative on Academic Careers in Higher Education (COACHE) is a consortium of over 160 colleges, universities and systems across North America committed to making the academic workplace more attractive and equitable for faculty. Founded in 2002 with support from the Ford Foundation and Atlantic Philanthropies, COACHE is based at the Harvard Graduate School of Education and is now supported completely by its members.</p>
Staff Retention	<a href="http://www.arizona.edu/diversity/associations-and-committees">http://www.arizona.edu/diversity/associations-and-committees</a>	<p>Links to associations/committees that provide opportunities for staff and faculty to build community with colleagues, engage in mentoring relationships, and to develop and utilize the full range of their talents to build an institutional culture of inclusion.</p>
Staff Retention	<a href="http://www.arizona.edu/diversity/diversity-support-centers">http://www.arizona.edu/diversity/diversity-support-centers</a>	<p>Links to all the diversity support centers for staff</p>
Diversity Programs and Co-Curricular Activities	<a href="http://awf.arizona.edu/home">http://awf.arizona.edu/home</a>	<p>The goal of the Association for Women Faculty at the University of Arizona is to achieve a campus climate that fosters the careers of women faculty and academic professionals. We work for the equal rights of women (e.g. pay equity and child care issues) on campus by lobbying state legislature, Board of Regents, University administration and the Commission on the Status of Women. We also foster community by promoting discussions and interactions among women faculty, provide opportunities in professional development, develop strategies for advancement of women, mentor and support female graduate students, and keep current on the status of women at the University of Arizona.</p>
Diversity Programs and Co-Curricular Activities	<a href="http://www.arizona.edu/diversity/get-leadership-skills">http://www.arizona.edu/diversity/get-leadership-skills</a>	<p>Links to diversity-related leadership programs offered</p>
Diversity Programs and Co-Curricular Activities	<a href="http://pride.asua.arizona.edu/pride/Welcome.html">http://pride.asua.arizona.edu/pride/Welcome.html</a>	<p>The Pride Alliance Office is a resource center available to not only LGBTQ individuals, but all students, faculty, and staff. Pride Alliance is also a safe place to seek advice and support from the Interns and the Program Director for LGBTQ Affairs. We are a hate-free zone so feel free to stop by!</p>
Diversity Programs and Co-Curricular Activities	<a href="http://wrc.asua.arizona.edu/">http://wrc.asua.arizona.edu/</a>	<p>The Women's Resource Center: A nondiscriminatory organization devoted to providing resources and information to the UA community about women's issues. <b>Website under construction, however</b></p>
Diversity Programs and Co-Curricular Activities	<a href="http://sprite.web.arizona.edu/">http://sprite.web.arizona.edu/</a>	<p>Students promoting respect through individuality and example - offers inclusion social and educational programs</p>
Diversity Programs and Co-Curricular Activities	<a href="http://www.azhcoe.medicine.arizona.edu/">http://www.azhcoe.medicine.arizona.edu/</a>	<p>The Arizona Hispanic Center of Excellence (AzHCOE) is part of a national effort funded by the Department of Health and Human Services - Health Resources and Services Administration. AzHCOE's goal is to promote the health of our community by meeting the needs of our country's growing Latino population.</p>
Diversity Programs and Co-Curricular Activities	<a href="http://www.arizona.edu/diversity/support-centers-research-units">http://www.arizona.edu/diversity/support-centers-research-units</a>	<p>List and links of all diversity support centers and research units on campus - some dead links however</p>
Diversity Programs and Co-Curricular Activities	<a href="http://www.arizona.edu/diversity/community_advisory_councils">http://www.arizona.edu/diversity/community_advisory_councils</a>	<p>Advisory councils for different ethnicities - African American, Pacific Islander, LGBT, etc.</p>

Community Programs	<a href="http://www.arizona.edu/diversity/community_advisory_councils">http://www.arizona.edu/diversity/community_advisory_councils</a>	The UA President's Community Diversity Advisory Councils strengthen relationships between the University and the diverse communities within the State of Arizona by serving as a communications conduit and by developing mutually-beneficial partnerships. The Community Diversity Councils are advisory in function.
Diversity Courses	<a href="http://www.arizona.edu/diversity/get-admitted-new-students">http://www.arizona.edu/diversity/get-admitted-new-students</a>	Links to all diversity-related studies and major opportunities for students
Diversity Training	<a href="http://www.arizona.edu/diversity/professional-development">http://www.arizona.edu/diversity/professional-development</a> <a href="http://www.equity.arizona.edu/education/harassment">http://www.equity.arizona.edu/education/harassment</a>	Links to opportunities to help faculty and staff achieve excellence, ranging from online harassment prevention, instructional support programs, to workshops to enhance skills and competencies. Harassment prevention training
Outreach	<a href="http://uaforyou.arizona.edu/resource/med-start-summer-program-office-outreach-and-multicultural-affairs-oma">http://uaforyou.arizona.edu/resource/med-start-summer-program-office-outreach-and-multicultural-affairs-oma</a> <a href="http://uaforyou.arizona.edu/">http://uaforyou.arizona.edu/</a>	Established in 1969, Med-Start is a summer academic enrichment and health career exploration program for high school students in the summer between their junior and senior years. The program takes place from mid-June through mid-July 2012. Students take college courses, and participate in health career lectures, demonstrations, and interactive tours and presentations. The main outreach and extension site has a lot of diversity-related events I saw from browsing the site, but diversity isn't a considered category for searching and it made it hard to find them all
Misc. Reports	<a href="http://www.arizona.edu/sites/arizona.edu/files/users/user20/Agencies_of_Change_Report_2005.pdf">http://www.arizona.edu/sites/arizona.edu/files/users/user20/Agencies_of_Change_Report_2005.pdf</a> <a href="http://www.arizona.edu/sites/arizona.edu/files/users/user20/Interi_Progress_Report_on_Diversity_of_Employees_NCA_Report_2003.pdf">http://www.arizona.edu/sites/arizona.edu/files/users/user20/Interi_Progress_Report_on_Diversity_of_Employees_NCA_Report_2003.pdf</a>	Agencies of Change: Faculty Leadership in Initiating and Sustaining Diversity at the University of Arizona Progress report on the diversity of employees

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://diversity.ubc.ca/files/2010/11/EXEMPLAR-Y-PRACTICES-IN-EQUITY-AND-DIVERSITY-PROGRAMMING-UBCV1.pdf">http://diversity.ubc.ca/files/2010/11/EXEMPLAR-Y-PRACTICES-IN-EQUITY-AND-DIVERSITY-PROGRAMMING-UBCV1.pdf</a>	EXEMPLARY PRACTICES IN EQUITY AND DIVERSITY PROGRAMMING
Diversity Action Plans	<a href="http://diversity.ubc.ca/valuing-difference/requirements-for-success/">http://diversity.ubc.ca/valuing-difference/requirements-for-success/</a>	Requirements for success of achieving equity and diversity at UBC
	<a href="http://diversity.ubc.ca/files/2010/11/valuingdifference.pdf">http://diversity.ubc.ca/files/2010/11/valuingdifference.pdf</a>	2010 VALUING DIFFERENCE:A STRATEGY FOR ADVANCING EQUITY AND DIVERSITY AT UBC
	<a href="http://diversity.ubc.ca/files/2010/11/Consultation-Results.pdf">http://diversity.ubc.ca/files/2010/11/Consultation-Results.pdf</a>	Comments from consultations regarding the diversity plan
	<a href="http://diversity.ubc.ca/valuing-difference/strategic-commitment/">http://diversity.ubc.ca/valuing-difference/strategic-commitment/</a>	Action plan: strategic commitment
	<a href="http://diversity.ubc.ca/valuing-difference/curriculum-and-classroom-climate/">http://diversity.ubc.ca/valuing-difference/curriculum-and-classroom-climate/</a>	Action plan: curriculum and classroom climate
	<a href="http://diversity.ubc.ca/valuing-difference/recruiting-and-admission/">http://diversity.ubc.ca/valuing-difference/recruiting-and-admission/</a>	Action plan: Recruiting and admission
	<a href="http://diversity.ubc.ca/valuing-difference/supporting-success/">http://diversity.ubc.ca/valuing-difference/supporting-success/</a>	Action plan: supporting success
Equal Opportunity Policies	<a href="http://diversity.ubc.ca/equity-policies/">http://diversity.ubc.ca/equity-policies/</a>	List of equity policies
	<a href="http://diversity.ubc.ca/reports-publications-2/">http://diversity.ubc.ca/reports-publications-2/</a>	Brochures, reports that pertain to equity policies
Equal Opportunity and Inclusion Practices	<a href="http://equity.ubc.ca/discrimination/">http://equity.ubc.ca/discrimination/</a>	Definitions of discrimination and harassment. Includes links to specific types of discrimination on the left
	<a href="http://equity.ubc.ca/">http://equity.ubc.ca/</a>	The Equity Office at the University of British Columbia works to prevent discrimination and harassment on campus, to provide procedures for handling complaints and to coordinate UBC's employment and educational equity program.
	<a href="http://equity.ubc.ca/programs/equity-representatives/">http://equity.ubc.ca/programs/equity-representatives/</a>	We have established the Equity Representatives Program to help provide a stronger communication link between the Equity Office, Human Rights & Equity Services and the university community. Equity Representatives receive introductory and on-going training on UBC's equity-related policies and procedures as well as more general education related to equity and diversity.
	<a href="http://equity.ubc.ca/employment/equity-enhancement-fund-eef/">http://equity.ubc.ca/employment/equity-enhancement-fund-eef/</a>	The Equity Enhancement Fund (EEF) is a University resource designed to assist academic and administrative units in creating new initiatives that will enhance equity within the University. The new initiative may benefit students, faculty and/or staff.
	<a href="http://equity.ubc.ca/files/2011/07/employment_equality_report-2010.pdf">http://equity.ubc.ca/files/2011/07/employment_equality_report-2010.pdf</a>	2010 employment equity report
	<a href="http://www.students.ubc.ca/access/disability-services/">http://www.students.ubc.ca/access/disability-services/</a>	Access & Diversity works with the University to eliminate structural and attitudinal barriers to those with disabilities. We provide disability-related services to UBC's students, staff, and faculty.
	<a href="http://www.students.ubc.ca/access/equity-ambassadors/">http://www.students.ubc.ca/access/equity-ambassadors/</a>	Equity Ambassadors: We're a diverse group of students, both undergraduate and graduate, working toward creating an inclusive learning and working environment. We raise student awareness via workshop education and outreach activities to: Better recognize prejudices in ourselves and others Identify ways of responding to situations of discrimination and harassment Discuss strategies for working to build a socially responsible campus community
	<a href="http://socialjusticecentre.wordpress.com/">http://socialjusticecentre.wordpress.com/</a>	We recognize that there are immense socio-economic inequalities both globally and in our communities. These inequalities are inherently unjust. At the SJC we aim to take action to abolish these inequalities. As such, we oppose capitalism and other authoritarian systems.
Student Recruitment	<a href="http://www.calendar.ubc.ca/vancouver/index.cfm?tree=6,231,562,789">http://www.calendar.ubc.ca/vancouver/index.cfm?tree=6,231,562,789</a>	Student Recruiter-Advisors provide academic advising (prior to admission) and information regarding undergraduate programs, admission requirements, awards and financial assistance, student housing, campus life, and other student services for both the Vancouver and Okanagan campuses of UBC. The office also provides services for newly admitted students, including help with course registration and preparing for first year.
	<a href="http://www.calendar.ubc.ca/vancouver/index.cfm?tree=6,231,732,0">http://www.calendar.ubc.ca/vancouver/index.cfm?tree=6,231,732,0</a>	UBC's Place and Promise strategic plan includes commitments to intercultural understanding and international engagement. The International Student Initiative plays an integral role in the achievement of those goals by: increasing the number and diversity of international students at UBC particularly in undergraduate degree programs on both campuses working collaboratively with faculty and student service units across the University to ensure programs and services support international student success

Staff Recruitment	<a href="http://equity.ubc.ca/employment/equipment-accommodation-fund-eaf/">http://equity.ubc.ca/employment/equipment-accommodation-fund-eaf/</a>	The purpose of the Equipment Accommodation Fund is to support the University in achieving its employment equity goals. Normally, the Fund will be used to cover extraordinary costs associated with specialized adaptive supplies and equipment that 1. facilitate the recruitment of well-qualified persons with disabilities into faculty and staff positions, and 2. accommodate faculty and staff who suffer accidents or deteriorating conditions over the course of their careers at UBC.
Student Retention	<a href="http://www.hr.ubc.ca/faculty-relations/recruitment/faculty-recruitment-guide/">http://www.hr.ubc.ca/faculty-relations/recruitment/faculty-recruitment-guide/</a>	The Faculty Recruitment Guide is designed to assist selection committees in recruiting, interviewing, and selecting the best candidate for tenure and tenure-track faculty positions. We hope this guide provides you with the tools to develop a selection process that is bias-free, that complies with federal government regulations on hiring foreign academics and avoids potential complaints about human rights and privacy violations.
	<a href="http://blogs.apsc.ubc.ca/wie/">http://blogs.apsc.ubc.ca/wie/</a>	The Women in Engineering (WIE) program was established to support you and your peers during your time at UBC. Members of our WIE Student Council attest that female engineering students need a place that offers peer support and dialogue of both the successes and challenges they encounter to participate and succeed in university. The WIE program is that place.
	<a href="http://www.cs.ubc.ca/~condon/jadeproject/index.html">http://www.cs.ubc.ca/~condon/jadeproject/index.html</a>	Welcome to the Jade Project website. This project, which ran from 2004-2009, aimed to support girls and women who are interested in the mathematical, computing, and physical sciences and engineering.
	<a href="http://www.students.ubc.ca/global/learning-abroad/international-service-learning/">http://www.students.ubc.ca/global/learning-abroad/international-service-learning/</a>	UBC's International Service Learning (ISL) program allows you to contribute towards important projects led by community partners around the world. By taking part in our program, you connect your academic studies with real-world experience.
Staff Retention	<a href="http://equity.ubc.ca/employment/">http://equity.ubc.ca/employment/</a>	UBC is committed to fairness in employment opportunity. Accordingly, UBC initiated an Employment Equity program based on guidelines established by the federal government. UBC's Employment Equity measures include the removal of barriers to selection, promotion and training of members of the designated groups.
	<a href="http://www.med.ubc.ca/faculty_staff/equity.htm">http://www.med.ubc.ca/faculty_staff/equity.htm</a>	The Associate Dean, Equity and Professionalism is available to support and advise faculty members, medical students, graduate students, residents and fellows.
	<a href="http://science.ubc.ca/faculty/diversity#par">http://science.ubc.ca/faculty/diversity#par</a>	A diverse workplace signals that the faculty draws from the best talent available, that our students get a well-rounded education, and that our research programs are informed by diverse perspectives. Diversity is not only synergistic with excellence, but also promotes equitable access to the rewards of an academic career.
	<a href="http://www.focusonpeople.ubc.ca/our-vision/">http://www.focusonpeople.ubc.ca/our-vision/</a>	Focus on People: Workplace Practices at UBC is a contributing framework towards the realization of the University's values. It sets out strategies and corresponding initiatives to consider how we may improve our daily work practices in order to create an outstanding work environment for staff and faculty members at UBC. We want to retain and attract outstanding people, and support faculty and staff in achieving what is important in their professional and personal lives. At the end of the day, it is vital to the success of the university that we recognize and celebrate the inherent value in each other's contributions to UBC.
Diversity Programs and Co-Curricular Activities	<a href="http://www.longhouse.ubc.ca/">http://www.longhouse.ubc.ca/</a>	The mandate of the First Nations House of Learning is to make the University's vast resources more accessible to Aboriginal Peoples, and to improve the University's ability to meet the needs of First Nations, Métis, and Inuit.
	<a href="http://equity.ubc.ca/programs/positive-space-program/">http://equity.ubc.ca/programs/positive-space-program/</a>	The Positive Space Campaign is intended to increase the visibility and continued development of respectful, supportive, educational and safe spaces for lesbian, gay, bisexual, queer, transgender, two-spirited and intersex (LGBTQIT) persons or those questioning their sexual orientation and/or gender identity.
	<a href="http://www.students.ubc.ca/access/index.cfm">http://www.students.ubc.ca/access/index.cfm</a>	Access & Diversity works with the University to create an inclusive living and learning environment in which all students can thrive. We provide leadership in examining policies, processes, and programs through the lens of diversity. We work with students, staff, and faculty to build a community for all.
	<a href="http://www.prideubc.com/content/">http://www.prideubc.com/content/</a>	Pride UBC is an AMS resource group that offers educational and social services dealing with sexual and gender diversity to the UBC community, including but not limited to students, staff, and faculty. Pride UBC provides support and information to those who self identify gay, lesbian, bisexual, transgender, transsexual, two-spirit, asexual, queer, questioning, intersex, those who do not identify and allies; assists people who are coming out; supplies a forum for dialogue about sexuality and gender identity; holds social events, and educates the wider UBC community about the variation in human sexuality and gender identity. Members of the group come from diverse backgrounds and everyone is welcome regardless of sexuality or gender.
	<a href="http://www.ams.ubc.ca/campus-life/ams-resource-groups/colour-connected/">http://www.ams.ubc.ca/campus-life/ams-resource-groups/colour-connected/</a>	Colour Connected Against Racism is an AMS resource group that provides support and information to students who feel alienated and disempowered due to discrimination. We organize events on various issues pertaining to 'Peoples of Colour', and lobby the University and other institutions to implement necessary changes.
	<a href="http://www.ams.ubc.ca/campus-life/ams-resource-groups/womyn%E2%80%99s-centre/">http://www.ams.ubc.ca/campus-life/ams-resource-groups/womyn%E2%80%99s-centre/</a>	The AMS Womyn's Centre is a space where women can feel safe, empower each other, and organize against sexism and violence. We offer a wide variety of resources including an extensive library and events aimed to empower and inform.
	<a href="http://www.students.ubc.ca/access/race-ethnicity/programs-initiatives/">http://www.students.ubc.ca/access/race-ethnicity/programs-initiatives/</a>	List of race and ethnicity programs and initiatives
	<a href="http://www.students.ubc.ca/access/orientation-gender/programs-initiatives/">http://www.students.ubc.ca/access/orientation-gender/programs-initiatives/</a>	List of sexual orientation and gender identity programs and initiatives

	<a href="http://www.students.ubc.ca/access/women/programs-initiatives/">http://www.students.ubc.ca/access/women/programs-initiatives/</a>	List of women programs and initiatives
	<a href="http://aboriginal.ubc.ca/strategic-plan/">http://aboriginal.ubc.ca/strategic-plan/</a>	The Aboriginal Strategic Plan outlines ten major areas of action and provides a framework within which the many initiatives underway across the university can be located and be better integrated. It also defines critical areas in which further work must be done.
	<a href="http://science.ubc.ca/students/career/women">http://science.ubc.ca/students/career/women</a>	UBC Science is dedicated to providing all faculty, researchers, post-docs and students with the support they need to fulfil their potential, and to promoting a diverse community. This page highlights networking, mentoring and career resources for women at all stages of their career – within the UBC Science community, on campus and Canada-wide.
	<a href="http://ubcacco.com/">http://ubcacco.com/</a>	Since its constitution in September 2007, ACCO has been actively promoting greater awareness on issues pertinent to Asian Canadians on UBC campus and in the community. ACCO's mandate includes supporting Asian Canadian cultural performers and artists in the community, providing a safe space for discussion, and commemorating the richness of Canada's neglected Asian history through academics and social outreach.
Community Programs	<a href="http://cic.cstudies.ubc.ca/about/index.html">http://cic.cstudies.ubc.ca/about/index.html</a>	CIC envisions a society in which all people are fully able to live, work, grow and engage in equitable and inclusive communities that value diversity in all its forms.
Diversity Courses	<a href="http://ctl.t.ubc.ca/programs/all-our-programs/equity-diversity-and-intercultural-understanding/">http://ctl.t.ubc.ca/programs/all-our-programs/equity-diversity-and-intercultural-understanding/</a>	The Centre for Teaching, Learning and Technology (CTLT) strives to support the UBC teaching community in creating learning environments that embrace diversity and enhance equity and intercultural understanding.
	<a href="http://diversity.ubc.ca/vancouver/research/">http://diversity.ubc.ca/vancouver/research/</a>	List of academic programs related to diversity
Diversity Training	<a href="http://equity.ubc.ca/education/">http://equity.ubc.ca/education/</a> <a href="http://cic.cstudies.ubc.ca/TrainingTheInterculturalTrainer/index.html">http://cic.cstudies.ubc.ca/TrainingTheInterculturalTrainer/index.html</a>	Links to diversity programs and workshops, as well as a request for diversity training This five-day workshop has been designed especially for UBC Certificate in Intercultural Studies participants and graduates who have prior training or facilitating experience and want to conduct their own intercultural sessions.
Outreach	<a href="http://www.students.ubc.ca/access/disability-services/programs-initiatives/orientation-outreach/">http://www.students.ubc.ca/access/disability-services/programs-initiatives/orientation-outreach/</a>	Access & Diversity has partnered with TransLink and the UBC 2010 Olympic and Paralympic Secretariat to help provide access to visitors to UBC during the 2010 Olympic and Paralympic Winter Games.
Misc. Reports	<a href="http://diversity.ubc.ca/files/2010/11/external-best-practices.pdf">http://diversity.ubc.ca/files/2010/11/external-best-practices.pdf</a>	Research done to determine best practices at other universities, <b>potential good guide to use for writing OSU's report</b>



KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://occr.ucdavis.edu/diversity-data.html">http://occr.ucdavis.edu/diversity-data.html</a>	Campus demographics
	<a href="http://occr.ucdavis.edu/statement-on-diversity.html">http://occr.ucdavis.edu/statement-on-diversity.html</a>	Diversity statement
	<a href="http://occr.ucdavis.edu/poc/index.html">http://occr.ucdavis.edu/poc/index.html</a>	The University of California, Davis, is first and foremost an institution of learning and teaching, committed to serving the needs of society. Our campus community reflects and is a part of a society comprising all races, creeds and social circumstances.
Diversity Action Plans	<a href="http://occr.ucdavis.edu/hatefree.html">http://occr.ucdavis.edu/hatefree.html</a>	Bottom half of this webpage provides a summary of the campus action plan in regards to making UC Davis more inclusive
	<a href="http://occr.ucdavis.edu/Resources/Affirmative_Action_Personnel_Program_Plan.pdf">http://occr.ucdavis.edu/Resources/Affirmative Action Personnel Program Plan.pdf</a>	Affirmative action plan 2010-2011
	<a href="http://www.hr.ucdavis.edu/Pubs/All/Hrspaaa_task">http://www.hr.ucdavis.edu/Pubs/All/Hrspaaa_task</a>	HR STAFF PROGRAMS AND AFFIRMATIVE ACTION ANALYSIS TASK FORCE report
	<a href="http://www.hr.ucdavis.edu/supervisor/recruitments/aa">http://www.hr.ucdavis.edu/supervisor/recruitments/aa</a>	Affirmative action goals for each college
Equal Opportunity Policies	<a href="http://occr.ucdavis.edu/early-resolution.html">http://occr.ucdavis.edu/early-resolution.html</a>	Discrimination policy
	<a href="http://occr.ucdavis.edu/poc/free-expression.html">http://occr.ucdavis.edu/poc/free-expression.html</a>	Policies on free expression
	<a href="http://manuals.ucdavis.edu/PPM/380/380-10.pdf">http://manuals.ucdavis.edu/PPM/380/380-10.pdf</a>	Affirmative action in employment
Equal Opportunity and Inclusion Practices	<a href="http://occr.ucdavis.edu/">http://occr.ucdavis.edu/</a>	The mission of the The Office of Campus Community Relations (OCCR) is to ensure the attention to those components of the campus community that affect community, campus climate, diversity and inclusiveness. OCCR provides leadership in diversity education training, affirmative action, equity initiatives and campus community relations. OCCR serves the campus and general community by working in collaboration with a broad, diverse cross section of the campus community to develop a strategic plan to guide the university in the development and assessment of policy, programs, initiatives and outreach efforts to increase diversity, improve campus climate and promote inclusiveness.
	<a href="http://occr.ucdavis.edu/cccd/index.html">http://occr.ucdavis.edu/cccd/index.html</a>	The Campus Council on Community and Diversity is an advisory body to the Chancellor and the Provost and Executive Vice Chancellor. The overarching responsibility for the Council is to provide both campus leaders and the campus community with advice concerning ways to strengthen and maintain the bonds of community at UC Davis. In particular, the charge includes providing advice on: Actions required to ensure that our students, faculty, staff and administration better reflect the richness of California's ethnic and cultural diversity. Strategies to ensure that the environment of UC Davis is welcoming and inclusive of the cultural differences and knowledge bases of all Californians and, indeed, of all people of the world
	<a href="http://thecenter.ucdavis.edu/about.html">http://thecenter.ucdavis.edu/about.html</a>	The Student Recruitment & Retention Center stands for educational equity. Our student-run and student-initiated programs foster holistic academic and personal development while raising political and cultural awareness thus empowering students to act as dynamic leaders for their communities. We accept the challenge of creating a society that provides a quality, culturally sensitive, comprehensive education for students of all backgrounds. Furthermore, we are dedicated to creating an environment of collective action that will work to ensure the perpetuity of academic achievement among future generations.
Student Recruitment	<a href="http://www.sariweb.ucdavis.edu/downloads/DavisHonorsChallenge_files/206.DavisHonorsChallenge.pdf">http://www.sariweb.ucdavis.edu/downloads/DavisHonorsChallenge_files/206.DavisHonorsChallenge.pdf</a>	Recruiting Students via the Web: What Works?
Staff Recruitment	<a href="http://www.ucop.edu/acadadv/figsaa/documents/affirmative.pdf">http://www.ucop.edu/acadadv/figsaa/documents/affirmative.pdf</a>	Recruitment and best practices of faculty
	<a href="http://www.hr.ucdavis.edu/supervisor/recruitments/recruitment-resources">http://www.hr.ucdavis.edu/supervisor/recruitments/recruitment-resources</a>	Through our Employment Services unit, UC Davis Human Resources seeks to assist you in recruiting, developing and maintaining a diverse workforce that meets the staffing needs of our dynamic institution.  We offer services to departments on both an individual and group basis including assistance with staffing options, employment law and policy interpretation, developing effective recruitment plans and outreach partnerships.

	<a href="http://ocporg.ucdavis.edu/pdfs/report050100.pdf">http://ocporg.ucdavis.edu/pdfs/report050100.pdf</a>	REPORT OF THE CHANCELLOR'S AND PROVOST'S TASK FORCE ON FACULTY RECRUITMENT UC DAVIS
Student Retention	<a href="http://sasc.ucdavis.edu/">http://sasc.ucdavis.edu/</a> <a href="http://caps.ucdavis.edu/mip/">http://caps.ucdavis.edu/mip/</a> <a href="http://siss.ucdavis.edu/default.cfm">http://siss.ucdavis.edu/default.cfm</a>	The mission of the Student Academic Success Center is to help students thrive at UC Davis and beyond by providing academic, personal, social, and transitional support. Through various collaborations, we develop services which empower students to take responsibility for their learning. Consistent with the Principles of Community, the Student Academic Success Center strives to meet the needs of a dynamic and diverse student community.  Multicultural Immersion Program has support and resources for students who need it A major role for SISS is to assist international students, scholars and UC Davis departments with visa and immigration issues. SISS also provides orientation, assistance, information, and referral to international students, faculty, and researchers regarding financial, personal, cultural, and academic concerns. We welcome the international community to UC Davis.
Staff Retention	<a href="http://occr.ucdavis.edu/interest.html">http://occr.ucdavis.edu/interest.html</a>	Interest Groups sponsored through the Office of Campus Community relations are diverse campus organizations whose members provide opportunities for staff and faculty to explore and share the many contributions they bring to the University. These volunteers work to bring about a broad-based awareness, promote a shared environment of sensitivity and understanding, and encourage excellence and advancement at all levels within the UC Davis campus community.
Diversity Programs and Co-Curricular Activities	<a href="http://academicpersonnel.ucdavis.edu/facdiv/">http://academicpersonnel.ucdavis.edu/facdiv/</a> <a href="http://occr.ucdavis.edu/ccbp2011/index.html">http://occr.ucdavis.edu/ccbp2011/index.html</a> <a href="http://occr.ucdavis.edu/poc-week.html">http://occr.ucdavis.edu/poc-week.html</a> <a href="http://ccc.ucdavis.edu/culture_days.html">http://ccc.ucdavis.edu/culture_days.html</a> <a href="http://cll.ucdavis.edu/programs/diversity_leadership_development/">http://cll.ucdavis.edu/programs/diversity_leadership_development/</a> <a href="http://lgbtcenter.ucdavis.edu/">http://lgbtcenter.ucdavis.edu/</a> <a href="http://wrrc.ucdavis.edu/">http://wrrc.ucdavis.edu/</a> <a href="http://occr.ucdavis.edu/soaring/">http://occr.ucdavis.edu/soaring/</a> <a href="http://housing.ucdavis.edu/diversitycalendar/">http://housing.ucdavis.edu/diversitycalendar/</a> <a href="http://ccc.ucdavis.edu/about.html">http://ccc.ucdavis.edu/about.html</a> <a href="http://admissions.ucdavis.edu/multicultural/">http://admissions.ucdavis.edu/multicultural/</a> <a href="http://cwr.ucdavis.edu/cwr/2008_year/ada_fall_term/about.html">http://cwr.ucdavis.edu/cwr/2008_year/ada_fall_term/about.html</a> <a href="http://occr.ucdavis.edu/campus-community-engagement.html">http://occr.ucdavis.edu/campus-community-engagement.html</a>	One of the primary goals of our institution is to encourage the participation of women and ethnic minority faculty on our campus. To support that goal and make our campus' gender and diversity policies and programs more easily accessible, this site compiles and offers links to supportive policies, gender and diversity research data and reports, and significantly highlights community and opportunity to all of our Academic Affairs.  The Campus Community Book Project (CCBP) was initiated after September 11th to promote dialogue and build community by encouraging diverse members of the campus and surrounding communities to read the same book and attend related events. The book project advances the Office of Campus Community Relations' (OCCR) mission to improve both the campus climate and community relations, to foster diversity and to promote equity and inclusiveness.  UC Davis has a Principles of Community week with cultural activities provided to students  The UC Davis Culture Days programs build an inclusive and welcoming campus community through development of collaborative efforts across campus and a wide range of programs that raise awareness and celebrate our cultural diversity. Culture Days serve diverse communities and support the recruitment and retention of a diverse student body by providing students with opportunities for cultural exploration and leadership development.  The Diversity Leadership Development Program (DLDP) is a certificate program designed to provide students the opportunity to gain a deeper understanding and appreciation of differences, learn how to effectively address complex issues, and learn how to cultivate a safe and inclusive environment in an organization or workplace.  The purpose of the Lesbian, Gay, Bisexual, Transgender Resource Center (LGBTRC) is to provide an open, safe, inclusive space and community that is committed to challenging homophobia, biphobia, transphobia and heterosexism.  The WRRC provides the space and resources for women to explore the intersections of their identities and develop themselves as allies, as well as, network for academic and social advancement individually and within our diverse communities.  Don't miss our 21st annual multicultural celebration of diversity. Enjoy an international buffet luncheon and multicultural entertainment as well as information from various campus organizations. The 2011 recipients of the Diversity and Principles of Community Awards, the Calvin E. Handy Leadership Award, the Disability Awareness Awards will be presented.  Student Housing maintains a Diversity Calendar that lists holidays and celebrations that are associated with many different religions and cultures and are celebrated by the diverse UC Davis student body.  The Cross-Cultural Center (CCC) supports and advocates for the institutional goal of campus diversity. Our work fosters understanding of and appreciation for the cultures, traditions and histories reflected in the campus community, as well as social justice.  List of resources for students of different ethnicities
Community Programs	<a href="http://cwr.ucdavis.edu/cwr/2008_year/ada_fall_term/about.html">http://cwr.ucdavis.edu/cwr/2008_year/ada_fall_term/about.html</a> <a href="http://occr.ucdavis.edu/campus-community-engagement.html">http://occr.ucdavis.edu/campus-community-engagement.html</a>	The Consortium for Women and Research is dedicated to the support of research by and on women and on gender in its multiple intersections with race, class, sexual identity, and other categories of identity and analysis.  List of campus diversity-related community engagement efforts
Diversity Courses	<a href="http://registrar.ucdavis.edu/UCDWebCatalog04_06/GEdiv.html">http://registrar.ucdavis.edu/UCDWebCatalog04_06/GEdiv.html</a>	These courses satisfy the GE requirement for social-cultural diversity.
Diversity Training	<a href="http://occr.ucdavis.edu/diversity/index.html">http://occr.ucdavis.edu/diversity/index.html</a>	The following services are provided through the Diversity Education Program: Training workshops, presentations, courses and other educational activities that enhances further understanding of the multicultural nature of our campus community. Consultation to administration, faculty, staff and students on federal and state laws and regulations as well as about university policies and procedures regarding diversity, affirmative action and equal employment opportunity, hate crimes, and other matters related to fostering a respectful campus climate. Referrals to appropriate service departments for university and community members with concerns and/or complaints.

Outreach

<http://occr.ucdavis.edu/poc/living-poc-online-course.html>

This on-line course is designed to promote inclusiveness and respect in the work and learning environment at UC Davis, introducing the concepts to new members of the campus community while reinforcing them to existing members.

Participants, especially UCD staff members and academic appointees, will become familiar with ways to integrate the UC Davis Principles of Community into their own workplaces and classrooms. This highly interactive course includes up-to-date information on discrimination, sexual harassment, affirmative action and diversity along with the University's policies governing these issues. Through realistically subtle and complex scenarios, learners discover that there is more than one "right" way of preventing, managing and resolving conflicts related to these topics.

<http://occr.ucdavis.edu/diversity/trainers.html>

From this effort, the Diversity Trainers Institute was created, which consists of UC Davis staff members who develop training modules/course curricula and serve as diversity trainers/educators for the campus, while serving as instructors of the various diversity-related courses offered through the UC Davis Staff Development and Professional Services. Members of the Diversity Trainers Institute serve on a voluntary basis.

<http://occr.ucdavis.edu/diversity/education-series.html>

Diversity series certificate programs

<http://uoip.ucdavis.edu/mission.cfm>

As socio-political, economic, science, and educational agendas assume global dimensions, the University of California, Davis' mission is to provide leadership for international discovery, learning, and engagement. UC Davis recognizes its critical mission: to engage its faculty, staff and students in comparative and international research and internationalization of knowledge for the benefit of California, the nation and the international community; to enhance UC Davis faculty and students' knowledge and skills for success in diverse, multi-cultural environments and for responsible, global citizenship; and to extend its public service mission worldwide.

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.universityofcalifornia.edu/diversity/diversity.html">http://www.universityofcalifornia.edu/diversity/diversity.html</a>	The general UC diversity statement
	<a href="http://www.uci.edu/diversity/">http://www.uci.edu/diversity/</a>	UC Irvine is committed to excellence through diversity and to the goal of reflecting diversity in our faculty, student and staff populations, as well as our teaching, research and public service endeavors.
Diversity Action Plans	<a href="http://www.strategicplan.uci.edu/">http://www.strategicplan.uci.edu/</a>	Focus on Excellence: A Strategy for Academic Development 2005-2015
	<a href="http://www.oeod.uci.edu/report/">http://www.oeod.uci.edu/report/</a>	Equal Opportunity and Diversity reports
Equal Opportunity Policies	<a href="http://www.oeod.uci.edu/">http://www.oeod.uci.edu/</a>	Nondiscrimination policies at the very bottom of the page
	<a href="http://www.oeod.uci.edu/sexo/">http://www.oeod.uci.edu/sexo/</a>	Sexual harassment policy
	<a href="http://www.oeod.uci.edu/aalinks.html">http://www.oeod.uci.edu/aalinks.html</a>	Affirmative action policies
Equal Opportunity and Inclusion Practices	<a href="http://www.oeod.uci.edu/whatdo.html">http://www.oeod.uci.edu/whatdo.html</a>	The UCI Office of Equal Opportunity and Diversity (OEOD) is responsible for the University's compliance with federal and state laws and University policies and procedures regarding discrimination, retaliation and sexual harassment. OEOD works to promote and integrate the principles of equal opportunity, affirmative action, nondiscrimination, and excellence through diversity at UCI.
	<a href="http://www.disability.uci.edu/">http://www.disability.uci.edu/</a>	At the University of California, Irvine, providing equal opportunities for students with disabilities is a campus-wide responsibility and commitment. Disabilities include, but are not limited to, orthopedic, visual, hearing, learning, chronic health and psychological disabilities. UCI demonstrates its core values of individual growth and development and civility and diversity by recognizing students with disabilities as an important part of its student body.
	<a href="http://www.oeod.uci.edu/conversations/">http://www.oeod.uci.edu/conversations/</a>	The Office of Equal Opportunity and Diversity hosts a quarterly brown bag lunch series, Campus Conversations. The purpose of the Campus Conversations series is to provide the campus community with opportunities to engage in dialogues about contemporary topics related to equal opportunity and diversity.
		The charge of the President's Task Force on Faculty Diversity is to conduct a comprehensive program review of faculty diversity efforts at each campus modeled after the Bureau of State Audit's review of faculty gender equity in 2001-02.
	<a href="http://www.universityofcalifornia.edu/facultydiversity/mission.html">http://www.universityofcalifornia.edu/facultydiversity/mission.html</a>	The program review will include an analysis of faculty headcount and hiring data over time and by field to analyze trends and identify campus-specific concerns. Teams of 3-4 faculty members from the task force will conduct site visits at each campus. The site visits will include meetings with senior academic administrators, members of senate Committees on Academic Personnel (CAPs), senate diversity committees, graduate deans, department chairs, and campus diversity committees. The review will be concluded with a written report focused on successful strategies for increasing faculty diversity. Rosina Becerra, Associate Vice Chancellor for Faculty Diversity at UCLA, will chair the task force.
	<a href="http://chancellor.uci.edu/campus-climate/index.php">http://chancellor.uci.edu/campus-climate/index.php</a>	Advisory Council on Campus Climate, Culture, and Inclusion mission: To monitor and assess the campus climate and make recommendations to campus leadership for further improvement consistent with our values.
		The UCI Advance Program carries out the campus commitment to gender equity and diversity in the professoriate. Originally funded by a NSF institutional Transformation award in 2001, UCI has seen dramatic gains in the presence of women in STEM fields. Based on the success of the Equity Advisor model, Executive Vice Chancellor and Provost Michael R. Gottfredson institutionalized UCI ADVANCE and extended its mission to include diversity in July 2006. This commitment ensures that equity and diversity will remain essential priorities in advancing excellence in the multiple missions of UC Irvine. In the future as in the past, a culture of inclusion is fundamental to American higher education and its continued global leadership in expanding the frontiers of knowledge.
Student Recruitment	<a href="http://advance.uci.edu/">http://advance.uci.edu/</a>	
	<a href="http://snap.uci.edu/viewXmlFile.jsp?resourceID=526">http://snap.uci.edu/viewXmlFile.jsp?resourceID=526</a>	The primary function of the SBP is to help departments establish and maintain a process for providing equal access to opportunity for suppliers seeking to do business with the University.
	<a href="http://chancellor.uci.edu/community/2011/04/irise_110415.php">http://chancellor.uci.edu/community/2011/04/irise_110415.php</a>	Chancellor Michael Drake welcomed 150 potential UC Irvine students from underrepresented communities to a special two-day event beginning Friday, April 15. The event comes just as students accepted to UC Irvine and other universities are deciding where to embark on their college careers. IRise (Inspiring and Reassuring Individual Student Excellence) was organized by the Minority Association of Pre-Health Students and the Black Student Union to encourage underrepresented minorities to join 'Eater Nation.
	<a href="http://www.editor.uci.edu/11-12/intro/intro.6a.htm">http://www.editor.uci.edu/11-12/intro/intro.6a.htm</a>	Access programs, educational partnership, and student success programs

Staff Recruitment	<a href="http://www.evc.uci.edu/budget/nrstuenr%20dec09.pdf">http://www.evc.uci.edu/budget/nrstuenr%20dec09.pdf</a> <a href="http://advance.uci.edu/">http://advance.uci.edu/</a>	<p>PDF discussing a plan done by a task force to increase non-resident student recruitment</p> <p>Recruitment through the UCI ADVANCE program</p>
Student Retention	<a href="http://paid.uci.edu/chairs%20retreat%20files/E.%20Faculty%20Recruitment.pdf">http://paid.uci.edu/chairs%20retreat%20files/E.%20Faculty%20Recruitment.pdf</a>	<p>This section on Faculty Recruitment is intended to provide you with information useful for the faculty search process, developing position announcements, interviewing and evaluating candidates, making offers and handling dual career hiring issues. These materials have been derived from a number of sources, including UCLA and UCR's faculty search toolkits, and materials from the NSF ADVANCE program at the University of Michigan.</p>
Staff Retention	<a href="http://www.grad.uci.edu/about-us/diversity/">http://www.grad.uci.edu/about-us/diversity/</a> <a href="http://www.cfep.uci.edu/">http://www.cfep.uci.edu/</a> <a href="http://www.assessment.uci.edu/undergraduate/retention-grad.asp">http://www.assessment.uci.edu/undergraduate/retention-grad.asp</a>	<p>Diversity is a central theme to graduate education at UCIrvine. We strive to create and nurture an environment that not only brings diverse students and faculty to campus but also encourages them to participate in outreach programs that foster equity and access. At UCIrvine, diversity flourishes in the support we provide, the education you receive and the people you meet in our multicultural community.</p> <p>The University of California Irvine's Center for Educational Partnerships creates collaborations that support preparation for and success in higher education. Our focus is on equity and access for all students in order to achieve the University of California's goal of academic excellence.</p> <p>Undergraduate retention and graduation data</p>
Diversity Programs and Co-Curricular Activities	<a href="http://www.oeod.uci.edu/affinity/index.html">http://www.oeod.uci.edu/affinity/index.html</a> <a href="http://paid.uci.edu/">http://paid.uci.edu/</a> <a href="http://www.lgbtrc.uci.edu/~lgbtrc/">http://www.lgbtrc.uci.edu/~lgbtrc/</a> <a href="http://www.ccc.uci.edu/">http://www.ccc.uci.edu/</a> <a href="http://ic.uci.edu/students/">http://ic.uci.edu/students/</a> <a href="http://www.campusorgs.uci.edu/searchresults.php">http://www.campusorgs.uci.edu/searchresults.php</a>	<p>Faculty and staff diversity affinity groups foster cross-departmental social interaction, professional networking, cultural competencies, recruiting and mentoring. Diversity affinity groups also offer the UCI community at large an opportunity to consult with group members as an information resource.</p> <p>LEADING THROUGH DIVERSITY: PARTNERSHIP FOR FACULTY EQUITY AND DIVERSITY</p> <p>The LGBT Resource Center is dedicated to providing a safe and welcoming environment for UCI's diverse lesbian, gay, bisexual, transgender, queer, questioning, intersex, and ally communities. We raise awareness, increase visibility, and engage in advocacy regarding LGBTQIA issues. In addition, we provide opportunities for leadership and personal development, serve as a resource for LGBTQIA students, and create programs and services that work to eliminate heterosexism, homophobia, and gender identity oppression. We strive to develop an atmosphere of acceptance and wellbeing in which the campus community can support the academic mission of the university.</p> <p>The Cross-Cultural Center empowers students to explore their cultural identities, develop their leadership skills, and learn about communities of color. Students are encouraged to take active approaches in creating a socially just campus and community through intellectual exchange, social responsibility, experiential learning and the responsible exercise of individual expression.</p> <p>The UCI International Center provides a variety of services and programs for international students. The IC is responsible for issuance of F-1 and J-1 visa documents as well as complying with Student and Exchange Visitor Information System (SEVIS) Requirements. The IC hosts various activities and programs to assist you in being a successful international student at UCI.</p> <p>All multicultural student organizations</p>
Community Programs	<a href="http://www.oeod.uci.edu/programs.html">http://www.oeod.uci.edu/programs.html</a> <a href="http://www.volunteer.uci.edu/volunteerconnection/">http://www.volunteer.uci.edu/volunteerconnection/</a> <a href="http://websoc.reg.uci.edu/perl/WebSoc">http://websoc.reg.uci.edu/perl/WebSoc</a>	<p>The following conferences, forums, and other activities are designed and implemented to educate the UCI and surrounding communities about the diversity and value of the wealth of opportunities available about cultural differences that co-exist in our diverse student, faculty, and staff population.</p> <p>Volunteer Connection search tool to list or find community opportunities</p> <p>Courses that fit under the Multicultural Studies requirement</p>
Diversity Training	<a href="http://www.oeod.uci.edu/ddp.html">http://www.oeod.uci.edu/ddp.html</a> <a href="http://www.oeod.uci.edu/training.html">http://www.oeod.uci.edu/training.html</a>	<p>The Diversity Development Program celebrates the diversity that exists in the UCI community and focuses on the dynamics essential to a harmonious environment. Participants will have an opportunity to explore differences in background, religion, ethnicity, race, gender, sexual orientation, and physical abilities within the UCI community. This 25 hour certificate program underscores the importance of faculty and staff responsiveness to diversity, which has implications for recruitment and retention, patient satisfaction, supervisor effectiveness, employee morale and community development.</p> <p>List of diversity training programs and workshops</p>

Outreach

Diversity Outreach (page 1)

In addition to the many diversity programs offered by OEOD, promotion and support of diversity programming and planning across the UCI community included:

<http://www.oeod.uci.edu/report/0506/report0506.pdf>

- Sponsorship of five participants to attend the Human Relations Institute 101, a five-day course that focused on human relations and leadership in a multicultural community, with an emphasis on Orange County and building an inclusive community.
- Partnering with the Disability Services Center for a speaker for Disability Awareness Week 2005: Rachel Simon, author of Riding the Bus with my Sister.

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.ode.uconn.edu/diversity/">http://www.ode.uconn.edu/diversity/</a>	The University is committed to a diverse and inclusive environment, where differences are welcomed and valued. As our communities and workplaces become increasingly more diverse, understanding the perspectives of diversity will be an important requirement for relating to members of the University community.
Diversity Action Plans	<a href="http://www.ode.uconn.edu/docs/Diversity%20Action%20Committee.pdf">http://www.ode.uconn.edu/docs/Diversity%20Action%20Committee.pdf</a>	2002 Diversity Action Committee report
Equal Opportunity Policies	<a href="http://www.ode.uconn.edu/discrimination/">http://www.ode.uconn.edu/discrimination/</a>	Discrimination policy
	<a href="http://www.ode.uconn.edu/about/policies.html">http://www.ode.uconn.edu/about/policies.html</a>	Equity-related policies
Equal Opportunity and Inclusion Practices	<a href="http://www.ode.uconn.edu/docs/AA%20and%20EEO%20Policy%20Nov%202011.pdf">http://www.ode.uconn.edu/docs/AA%20and%20EEO%20Policy%20Nov%202011.pdf</a>	Policy Statement: Affirmative Action and Equal Opportunity
		This Office is responsible for diversity and equity initiatives and programs that encompass all UConn schools and campuses, including the University of Connecticut Health Center.
	<a href="http://www.ode.uconn.edu/about/">http://www.ode.uconn.edu/about/</a>	The Office of Diversity and Equity (ODE) assists in the development of programs, training, outreach and compliance efforts to ensure the University's commitment to a harassment and discrimination free environment. ODE provides support and advice to all University offices on recruitment and retention issues, sexual harassment prevention training, diversity, and the Americans with Disabilities Act.
	<a href="http://www.ode.uconn.edu/ada/">http://www.ode.uconn.edu/ada/</a>	Americans with Disabilities Act Compliance & Accommodations
	<a href="http://www.ode.uconn.edu/aa/">http://www.ode.uconn.edu/aa/</a>	Welcome to the University of Connecticut's Affirmative Action Unit of the Division of Diversity and Equity (DDE). The Affirmative Action Unit prepares the University's Affirmative Action Plan, which demonstrates the University's continuous efforts in providing equal access to employment opportunities to qualified members of protected classes.
Student Recruitment	<a href="http://www.gifted.uconn.edu/nrcgt/ford1.html">http://www.gifted.uconn.edu/nrcgt/ford1.html</a>	The Recruitment and Retention of African American Students in Gifted Education Programs: Implications and Recommendations
Staff Recruitment	<a href="http://www.ode.uconn.edu/search/">http://www.ode.uconn.edu/search/</a>	Welcome to the University of Connecticut's Recruitment & Search Process Unit within the Office of Diversity and Equity (ODE). We are responsible for monitoring employment transactions by providing consultation to departments and search committees on recruitment strategies and procedures and monitoring faculty and staff hiring decisions.
	<a href="http://www.ode.uconn.edu/about/units/desp/index.html">http://www.ode.uconn.edu/about/units/desp/index.html</a>	FEDP is designed to provide additional funding for tenure and tenure-track faculty positions without conflicting with established policies and procedures for conducting searches.
Student Retention	<a href="http://www.ode.uconn.edu/docs/IT-CAN-BE-DONE.pdf">http://www.ode.uconn.edu/docs/IT-CAN-BE-DONE.pdf</a>	Article on the involvement of current faculty to recruit new diverse faculty
	<a href="http://digitalcommons.uconn.edu/peerred.uconn.edu/programs/pa2ss.htm">http://digitalcommons.uconn.edu/peerred.uconn.edu/programs/pa2ss.htm</a>	Article: Retention of Most-at-Risk Entering Students at a Four Year College
	<a href="http://fyp.uconn.edu/mission.htm">http://fyp.uconn.edu/mission.htm</a>	Peer African Americans Sustaining Success: The PA2SS Program is designed to assist first year and transfer students with their transition to UConn. By being matched up with a peer mentor, incoming students have better opportunities to learn of resources available to them, be encouraged to participate in both AACC, and campus events, and interact with students with similar experiences. Our mission is to assist students with their transition from high school to college and to aid in the retention of students at the University of Connecticut. We provide guidance, opportunities, and resources for students to engage successfully with the University and become learners with a purpose. Through programs and courses like First Year Experience, Academic Achievement Center, and UConn Connects, our office will help students discover the value of the intellectual, social, and cultural dimensions of the University of Connecticut.
Staff Retention	<a href="http://www.business.uconn.edu/cms/p1074">http://www.business.uconn.edu/cms/p1074</a>	The Office of Diversity Initiatives (ODI) and the University of Connecticut offers Faculty and Peer Mentoring programs. Mentors can serve as liaisons to campus resources, services, organizations events and opportunities as well as be a friend to a mentees and serve as support as they began to acculturate to campus culture and community.
Diversity Programs and Co-Curricular Activities	<a href="http://www.lsamp.uconn.edu/">http://www.lsamp.uconn.edu/</a>	The New England Louis Stokes Alliance for Minority Participation (NE LSAMP) program reaches out to minority student populations to increase enrollment, retention, and graduation of under-represented minority STEM students beyond the levels achievable by any single institution. Each partner will participate in Alliance-wide activities and offer project activities at its own campuses. Working together, the NE LSAMP will strive to double the overall number of under-represented minorities in STEM disciplines.

	<a href="http://www.studentunion.uconn.edu/culturalcenters.html">http://www.studentunion.uconn.edu/culturalcenters.html</a>	List of all the cultural centers on campus with respective websites: African American, Asian American, International, Latino, LGBT, women
	<a href="http://www.engr.uconn.edu/diversity/">http://www.engr.uconn.edu/diversity/</a>	Established in 1987 as a unit within the School of Engineering, the Minority Engineering program (MEP) provided academic support services for African American, Hispanic, and Native American engineering students. In 1994, MEP became the Engineering Diversity Program (EDP) and includes women as an under-represented population and continues to provide academic retention programs and outreach activities designed to increase the numbers of under-represented students pursuing careers in engineering.
Community Programs	<a href="http://lc.uconn.edu/communities/communityservice/">http://lc.uconn.edu/communities/communityservice/</a>	The Community Service Learning Community (CSLC) engages students in a unique combination of activities designed to enhance their academic, social, and civic development. These allow students to experience many aspects of our campus and local communities, challenge their individual and collective knowledge and values, and integrate their academic studies with community work.
Diversity Courses	<a href="http://diversitystudies.uconn.edu/">http://diversitystudies.uconn.edu/</a>	Classes that can be taken to fulfill a Diversity Studies minor
	<a href="http://www.cse.uconn.edu/cms/index.php/undergraduate-studies/8-test/dbtest/55-general-university-program-requirements-">http://www.cse.uconn.edu/cms/index.php/undergraduate-studies/8-test/dbtest/55-general-university-program-requirements-</a>	General Education requirements has a diversity/multiculturalism component
	<a href="http://continuingstudies.uconn.edu/bgs/pdf/diversitymultiforweb.pdf">http://continuingstudies.uconn.edu/bgs/pdf/diversitymultiforweb.pdf</a>	Specific courses that have a diversity and multiculturalism theme
Diversity Training	<a href="http://www.ode.uconn.edu/training/">http://www.ode.uconn.edu/training/</a>	Welcome to the University of Connecticut's Education and Training Unit of the Office of Diversity and Equity. The education and training services are offered to all members of the University and certain sessions can be tailored to meet the needs of specific participants. Our workshops are designed to be helpful to audience members and to provide ample opportunity for participation.
Outreach	<a href="http://www.ode.uconn.edu/about/units/partnerships.html">http://www.ode.uconn.edu/about/units/partnerships.html</a>	UConn Partnerships and Outreach: The Office of Diversity and Equity (ODE) works with the entire campus community to build and enhance an inclusive climate. We recognize that to reach our diversity and equity goals there has to be individual and collective effort by people at all levels of the UConn community. Across all functions and operations and across all campuses there must be an investment of ideas, energy and resources to create a positive and welcoming climate for all members of the UConn community.
	<a href="http://www.studentactivities.uconn.edu/co_about.html">http://www.studentactivities.uconn.edu/co_about.html</a>	As a part of the Department of Student Activities, Community Outreach offers students opportunities to engage in service related activities that enhance the quality of life of others in the community while enriching their own learning experience at the University of Connecticut. Our website provides the UConn and local communities with information about initiatives and resources related to volunteerism, community service, service-learning, and community partnerships.



KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.inclusiveillinois.illinois.edu/CampusWideCommitment.html">http://www.inclusiveillinois.illinois.edu/CampusWideCommitment.html</a>	Diversity commitments from each college
	<a href="http://www.provost.illinois.edu/programs/diversity/facts.html">http://www.provost.illinois.edu/programs/diversity/facts.html</a>	Assorted diversity facts
Diversity Action Plans	<a href="http://www.inclusiveillinois.illinois.edu/ImpactReports.html">http://www.inclusiveillinois.illinois.edu/ImpactReports.html</a>	Impact reports done each year
	<a href="http://sustainability.illinois.edu/Climate%20Action%20Plan.Final.pdf">http://sustainability.illinois.edu/Climate%20Action%20Plan.Final.pdf</a>	2010 Climate Action Plan
Equal Opportunity Policies	<a href="http://strategicplan.illinois.edu/documents/Illinois_StrategicPlan.pdf">http://strategicplan.illinois.edu/documents/Illinois_StrategicPlan.pdf</a>	Campus strategic plan
	<a href="http://oeoa.illinois.edu/campusconduct.html">http://oeoa.illinois.edu/campusconduct.html</a>	Discrimination and harassment policies
	<a href="http://oeoa.illinois.edu/disability.html">http://oeoa.illinois.edu/disability.html</a>	Disability accomodation policies
Equal Opportunity and Inclusion Practices	<a href="http://oeoa.illinois.edu/conflict.html">http://oeoa.illinois.edu/conflict.html</a>	Conflict of interest policies
	<a href="http://www.disability.illinois.edu/">http://www.disability.illinois.edu/</a>	Disability resources and educational services
	<a href="http://oeoa.illinois.edu/office.html">http://oeoa.illinois.edu/office.html</a>	<p>The Office of Equal Opportunity and Access is responsible for issues pertaining to:</p> <p>Affirmative Action Plan: to facilitate compliance with the policies and procedures of the University's Affirmative Action Plan by designing systems to report and measure the effectiveness of various programs;</p> <p>Americans with Disabilities Act: to ensure and promote campus-wide compliance with the Americans with Disabilities Act (ADA);</p> <p>Community Outreach: to promote the University's efforts in the area of community outreach; and Relationship between the Community and the University: to maintain positive relationships between the local community and the University via local job fairs and training sessions to assist community members seeking employment with area employers, including the University.</p> <p>Complaints and Grievances: to investigate and handle complaints of alleged discrimination on the basis of applicable Federal and State civil rights laws when a complaint has been filed internally or with an outside agency;</p> <p>Resources: to serve as an informational resource for State of Illinois legislators, the University of Illinois Board of Trustees, University administrators, University faculty, staff, students, and the public;</p> <p>Training and Education: for faculty, staff, and students on diversity sensitivity, harassment prevention and other related programs;</p>
	<a href="http://www.inclusiveillinois.illinois.edu/vision.html">http://www.inclusiveillinois.illinois.edu/vision.html</a>	Inclusive Illinois, one campus, many voices, is the University's commitment to cultivating a community at Illinois where everyone is welcomed, celebrated, and respected. Through education, engagement, and excellence, each voice creates the Inclusive Illinois Experience.
	<a href="http://www.inclusiveillinois.illinois.edu/projectimplicit.html">http://www.inclusiveillinois.illinois.edu/projectimplicit.html</a>	Take an Implicit Association Test (IAT) and learn about your own bias - both concious and unconcious at Project Implicit by Harvard University. Project Implicit represents a collaboration research effort between researchers at Harvard University, the University of Virginia, and University of Washington. While the particular purposes of each study vary considerably, most studies available at Project Implicit examine thoughts and feelings that exist either outside of conscious awareness or outside of conscious control. The primary goals of Project Implicit are to provide a safe, secure, and well-designed virtual environment to investigate psychological issues and, at the same time, provide visitors and participants with an experience that is both educational and engaging.
	<a href="http://www.inclusiveillinois.illinois.edu/VoicesofIllinois.html">http://www.inclusiveillinois.illinois.edu/VoicesofIllinois.html</a>	Voices of Illinios Video Project for education and to increase awareness, sensitivity, and respect for human differences

	<a href="http://studentaffairs.illinois.edu/diversity/uncensored.html">http://studentaffairs.illinois.edu/diversity/uncensored.html</a>	The University is deeply committed to creating and maintaining an inclusive, just, and respectful learning community. The University of Illinois welcomes and encourages all of its students, faculty, and staff to embrace the marketplace of ideas as part of the educational experience. It is in this spirit that in 2008-09 the campus will sponsor a series of events that highlights the vital roles and meanings of the First Amendment and Academic Freedom at the University of Illinois.
Student Recruitment	<a href="http://admissions.illinois.edu/campuslife/culture.html">http://admissions.illinois.edu/campuslife/culture.html</a>	Student Admissions: diversity at Illinois goes beyond that of ethnicity—all the way to the classroom and extra-curricular activities. Whatever your background, interests or future goals, plenty of resources and support exist at Illinois.
Staff Recruitment	<a href="http://oeoa.illinois.edu/academicsearch.html">http://oeoa.illinois.edu/academicsearch.html</a>	Academic search manuals
	<a href="http://oeoa.illinois.edu/SupportingDocs/RecruitmentResources.pdf">http://oeoa.illinois.edu/SupportingDocs/RecruitmentResources.pdf</a>	Resources for the recruitment of minorities
Student Retention	<a href="http://www.grad.illinois.edu/research/retention">http://www.grad.illinois.edu/research/retention</a>	Research done on graduate student retention
	<a href="http://www.ideals.illinois.edu/handle/2142/8740">http://www.ideals.illinois.edu/handle/2142/8740</a>	In this research, I seek to examine the ways in which the UIUC recruits and retains underrepresented students. Specifically, this research analyzes how the UIUC admissions office provides information and knowledge to all students, specifically underrepresented students that may not have easy access to information about the activities and opportunities that the UIUC offers.
	<a href="http://www.omsa.uiuc.edu/indexJan2011.html">http://www.omsa.uiuc.edu/indexJan2011.html</a>	We are the Office of Minority Student Affairs, and we are here to assist University of Illinois students in many ways, with a primary focus on retention and graduation. Everything we do is intended to enhance the Illinois experience and make this large university seem just a bit smaller.
Staff Retention	<a href="http://www.inclusiveillinois.illinois.edu/IICW/?">http://www.inclusiveillinois.illinois.edu/IICW/?</a>	Inclusive Illinois celebrates women in the profession - however, sections of the website weren't working for me. It's a work in progress, explained here: <a href="http://www.inclusiveillinois.illinois.edu/II_celebrates_women.html">http://www.inclusiveillinois.illinois.edu/II_celebrates_women.html</a>
	<a href="http://wiseli.engr.wisc.edu/docs/ClimateBrochure.pdf">http://wiseli.engr.wisc.edu/docs/ClimateBrochure.pdf</a>	Enhancing department climate brochure
	<a href="http://oc.illinois.edu/committees/diversity_initiatives.html">http://oc.illinois.edu/committees/diversity_initiatives.html</a>	Committee on race and ethnicity
	<a href="http://provost.illinois.edu/committees/gender_standing.html">http://provost.illinois.edu/committees/gender_standing.html</a>	Gender Equity Council, includes link to charges and report
	<a href="http://oeoa.illinois.edu/SupportingDocs/UIUCDiversityResourcesLinks.pdf">http://oeoa.illinois.edu/SupportingDocs/UIUCDiversityResourcesLinks.pdf</a>	Diversity resources for staff
		Welcome to the University of Illinois Faculty/Staff Assistance Program (FSAP). We believe everyone upon occasion faces problems that can be difficult to resolve. The staff of the FSAP is dedicated to providing quality, confidential assistance to employees and their families who may be experiencing difficulties that impact their lives. This includes assessments, short-term counseling, crisis services and referrals to appropriate resources.
Diversity Programs and Co-Curricular Activities	<a href="http://fsap.illinois.edu/">http://fsap.illinois.edu/</a>	
	<a href="http://oeoa.illinois.edu/workshops.html">http://oeoa.illinois.edu/workshops.html</a>	Spring 2011 diversity events
	<a href="http://www.inclusiveillinois.illinois.edu/MLK/calendar.html">http://www.inclusiveillinois.illinois.edu/MLK/calendar.html</a>	MLK celebratory events
	<a href="http://www.inclusiveillinois.illinois.edu/printmaterials/II%20Day%202010%20-%20Overview.pdf">http://www.inclusiveillinois.illinois.edu/printmaterials/II%20Day%202010%20-%20Overview.pdf</a>	Inclusive Illinois Day celebration
	<a href="http://www.inclusiveillinois.illinois.edu/rsos.html">http://www.inclusiveillinois.illinois.edu/rsos.html</a>	At Illinois, there are many organizations that support social justice, diversity, and inclusivity! Consider joining one!.
	<a href="http://studentaffairs.illinois.edu/diversity/bnaacc/">http://studentaffairs.illinois.edu/diversity/bnaacc/</a>	African American Cultural Center: Our focus is to: <ul style="list-style-type: none"> <li>• help the campus create a culturally respectful campus environment;</li> <li>• provide leadership opportunities for students;</li> <li>• promote African American culture through performing arts.</li> </ul>

	<a href="http://japanhouse.art.uiuc.edu/en/">http://japanhouse.art.uiuc.edu/en/</a>	The mission of Japan House at the University of Illinois is to provide an academic, cultural, and natural setting for promoting an appreciation of Japanese culture and related Asian cultural concepts. Built around the concept of the Way of Tea, with three authentic tearooms, Japan House hosts classes and outreach programs that explore traditional Japanese arts and aesthetics.
	<a href="http://studentaffairs.illinois.edu/diversity/nah/index.html">http://studentaffairs.illinois.edu/diversity/nah/index.html</a>	The Native American House (NAH) serves as a support and resource center for all American Indian and Alaskan Native students and their families. Specifically, the Native American House provides various programs throughout the year that allow students the opportunity to enrich their cultural and academic experiences at the University of Illinois. While fostering a university community that values and actively supports inclusiveness and diversity, the support provided for students ensures a rewarding educational experience.
	<a href="http://www.euc.illinois.edu/">http://www.euc.illinois.edu/</a>	Founded in 1998, the European Union Center serves as the focal point for teaching, research, and outreach on the European Union at the University of Illinois. The EU Center is proud to announce its new MA Program in EU Studies, the first such degree program in the US.
	<a href="http://iss.illinois.edu/about/jan2609.shtml#Coffeehouse">http://iss.illinois.edu/about/jan2609.shtml#Coffeehouse</a>	International Coffee House held every Friday
	<a href="http://illinois.edu/arts/arts.html">http://illinois.edu/arts/arts.html</a>	List of different art and culture programs available
	<a href="http://cdms.illinois.edu/pages/About.htm">http://cdms.illinois.edu/pages/About.htm</a>	The Center on Democracy in a Multiracial Society is a unique research institute organized around a commitment to the practice of democracy and equality within a changing multiracial U.S. society. A central aim of the Center is to promote multiple and interdisciplinary approaches for examining the organization of society relating to the racially and ethnically diverse populations in the U.S. at the beginning of the twenty-first century, as well as to gender, class, age, sexuality, disability, religion, and citizenship status. In addition to analysis of the national dynamics of racial divisions and of democratic possibilities, the Center supports related studies of a transnational and international comparative nature.
	<a href="http://studentaffairs.illinois.edu/diversity/oair.html">http://studentaffairs.illinois.edu/diversity/oair.html</a>	The Office of Inclusion and Intercultural Relations (OIIR) seeks to improve campus climate by providing transformative learning experiences to the Illinois community that result in an appreciation for diversity and cross cultural engagement. OIIR contributes to the academic mission of the University by providing students educational opportunities about the various dimensions of diversity and intersections of identities.
	<a href="http://studentaffairs.illinois.edu/diversity/lunch.html">http://studentaffairs.illinois.edu/diversity/lunch.html</a>	The Asian American Cultural Center, Bruce D. Nesbitt African American Cultural Center, La Casa Cultural Latina, Lesbian, Gay, Bisexual, Transgender Resources Center, Native American House and the Women's Resource Center invite you to join us for free lunch and noontime discussions throughout the academic year. The lunches feature resources at the University of Illinois and provide audience members and participants with introductions to the cultures, histories, and societal issues that the diverse communities of our campus face. We welcome you to our centers and encourage you to connect with us. Please join us for lunch and learn something new.
	<a href="http://studentaffairs.illinois.edu/diversity/pdfs/OIIRStrategicFocii.pdf">http://studentaffairs.illinois.edu/diversity/pdfs/OIIRStrategicFocii.pdf</a>	OIIR's list of programs they have to promote leadership, recruitment, retention
Community Programs	<a href="http://studentaffairs.illinois.edu/diversity/aacc/index.html">http://studentaffairs.illinois.edu/diversity/aacc/index.html</a>	Opened in fall 2005, the Asian American Cultural Center provides the University of Illinois community with space to gather and share the diverse and rich cultures that are a part of the Asian American experience.
	<a href="http://studentaffairs.illinois.edu/diversity/iunite.html">http://studentaffairs.illinois.edu/diversity/iunite.html</a>	As part of OIIR's mission to create transformative learning, I-Unite draws together over 30 events for all members of the University community to embrace the value of differences in individuals and communities, while exploring diversity and inclusion locally and globally. This campus-wide event is an exciting opportunity for the campus to learn about and celebrate the unique cultures and contributions of faculty, staff, and students at the University of Illinois at Urbana-Champaign.
Diversity Courses	<a href="http://www.inclusiveillinois.illinois.edu/courses.html">http://www.inclusiveillinois.illinois.edu/courses.html</a>	At Illinois, we educate about diversity and inclusivity by offering courses, programs, and events that enrich the Illinois Experience and deepen our understanding of one another.
	<a href="http://studentaffairs.illinois.edu/diversity/lacasa/">http://studentaffairs.illinois.edu/diversity/lacasa/</a>	Since its founding in 1974, La Casa has demonstrated an unwavering commitment to Latina/o students and the campus community, as well as local and global communities. La Casa reflects the diversity of Latina/o cultures and exemplifies el éxito Latino that shapes the Americas in our contemporary world. All students, faculty, staff, and community members are welcomed and encouraged to participate in La Casa's many educational, cultural, and social advocacy programs.
Diversity Training	<a href="http://studentaffairs.illinois.edu/diversity/education/index.html">http://studentaffairs.illinois.edu/diversity/education/index.html</a>	Welcome to OIIR's Diversity and Social Justice Education website. Our workshops, courses, and trainings provide students, staff, and faculty opportunities to expand your world. Explore this site and learn more about what DiversityEd has to offer. Come, learn and have fun with us on this journey.
	<a href="http://oeoa.illinois.edu/SearchManual_Training.html">http://oeoa.illinois.edu/SearchManual_Training.html</a>	Training opportunities offered by the office of equal opportunity and access
Outreach	<a href="http://oeoa.illinois.edu/community.html">http://oeoa.illinois.edu/community.html</a>	Spring 2011 community outreach programs
Misc. Reports	<a href="http://www.inclusiveillinois.illinois.edu/reports.html">http://www.inclusiveillinois.illinois.edu/reports.html</a>	There are many campus reports that explore issues of difference on campus. Learn about our campus and how Illinois is working on addressing challenging issues!
	<a href="http://oeoa.illinois.edu/reports.html">http://oeoa.illinois.edu/reports.html</a>	List of assorted affirmative action, etc. reports

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.ohrp.umd.edu/divtime/line/">http://www.ohrp.umd.edu/divtime/line/</a>	Timeline of how diversity has progressed at the university
Diversity Action Plans	<a href="http://www.umd.edu/diversity/pdfs/Diversity_Plan_Final_102210.pdf">http://www.umd.edu/diversity/pdfs/Diversity_Plan_Final_102210.pdf</a>	2010 Strategic Diversity Plan
	<a href="http://www.ohrp.umd.edu/campus/dinitiative.html">http://www.ohrp.umd.edu/campus/dinitiative.html</a>	The Diversity Initiative (DI) is a comprehensive, campus-wide endeavor devoted to enhancing and promoting diversity at the University of Maryland via the development and implementation of campus-wide programs related to diversity, broadly conceptualized. The Initiative has an Advisory Committee that is comprised of faculty, staff, and students from across the campus, as well as sub-committees (with the same diverse composition of members), that focus the Initiative's diversity programming efforts on particular populations or issues as is deemed necessary and/or otherwise important to the campus community.
	<a href="http://www.ohrp.umd.edu/campus/directory.html">http://www.ohrp.umd.edu/campus/directory.html</a>	The following is a Directory of Equity, Diversity, and Conflict Resolution Initiatives at the University of Maryland. This comprehensive Directory attempts to catalog and annotate the remarkable array of high-quality undertakings related to multicultural education, broadly conceptualized, on our campus. I hope that this Directory will be a valuable resource to which you will often refer, and further, that it will encourage you to make or renew connections with the many individuals, offices, units, and departments dedicated to this work at Maryland.
Equal Opportunity Policies	<a href="http://www.ohrp.umd.edu/compliance/hrc/intro.html">http://www.ohrp.umd.edu/compliance/hrc/intro.html</a>	Code of Equity, Diversity, and Inclusion
	<a href="http://www.ohrp.umd.edu/compliance/shpp.html">http://www.ohrp.umd.edu/compliance/shpp.html</a>	Sexual harassment policy
Equal Opportunity and Inclusion Practices	<a href="http://www.umd.edu/diversity/group/">http://www.umd.edu/diversity/group/</a>	Coordinating Council for Equity and Diversity: The University of Maryland is nationally and internationally known for its outstanding equity and diversity efforts. A major key to the institution's success in these arenas is its decentralized equity and diversity structure. This structure encourages the campus' conceptualizations of equity and diversity as "community responsibilities" rather than the purview of a single person's role and function or office's mission.
	<a href="http://www.umd.edu/diversity/president/">http://www.umd.edu/diversity/president/</a>	List with links of Office of the President divisions in charge of equal opportunity matters
	<a href="http://www.provost.umd.edu/diversity/">http://www.provost.umd.edu/diversity/</a>	Welcome to the web site of the Associate Provost for Equity and Diversity, who reports to the Senior Vice President and Provost. The Associate Provost serves as an advocate for faculty diversity, retention and promotion, and as a resource on equity and diversity issues at the University of Maryland, College Park. This website has information about our office, its activities and programs, as well as equity and diversity initiatives on campus and beyond.
	<a href="http://www.ohrp.umd.edu/">http://www.ohrp.umd.edu/</a>	The Office of Diversity Education and Compliance (ODEC), an arm of the Office of the President, investigates and resolves complaints of discrimination in accordance with the process set forth in the University Code of Equity, Diversity, and Inclusion, and develops and implements a broad range of proactive multicultural educational programs for faculty, staff, and students. In accordance with the University mission and strategic plan, the Office advises and assists the President in the promotion of excellence through diversity and the development of unity in diversity.
	<a href="http://www.ohrp.umd.edu/compliance/hrc/ohrp.html">http://www.ohrp.umd.edu/compliance/hrc/ohrp.html</a>	The Office of Diversity and Inclusion is the focal point for campus programs and activities that foster and promote a greater appreciation and understanding of the enormously rich diversity that characterizes the University of Maryland. <b>This is the same as ODEC. Included this link because it concisely explains the purpose of the office.</b>
	<a href="http://www.education.umd.edu/mimaue/">http://www.education.umd.edu/mimaue/</a>	The Maryland Institute for Minority Achievement and Urban Education (MIMAUE) is an academic association, an action-oriented collaborative, and an educational center. Its central goals are the improvement of minority achievement, the elimination of the achievement gap, and the improvement and reform of urban education. <b>Also does a lot of community/outreach related programs</b>
Student Recruitment	<a href="http://www.gradschool.umd.edu/grrd/">http://www.gradschool.umd.edu/grrd/</a>	The Office of Diversity and Student Experience provides administrative support aimed at identifying, recruiting, retaining, and graduating a diverse graduate student body.
	<a href="http://www.cmse.umd.edu/about/mission.html">http://www.cmse.umd.edu/about/mission.html</a>	The Center for Minorities in Science and Engineering is committed to the recruitment, retention, development, and graduation of underrepresented minority pre-college, undergraduate and graduate students in engineering.
	<a href="http://www.provost.umd.edu/diversity/foc/faculty_of_color.html">http://www.provost.umd.edu/diversity/foc/faculty_of_color.html</a>	The Office of the Associate Provost for Equity and Diversity is pleased to release its first Faculty of Color Directory. The directory includes African American, American Indian, Asian American, and Latina/o faculty at the University of Maryland, College Park who self-identified with their respective communities and lists pertinent contact information and research interests. It is the hope of our office that the directory serves as a resource for retention efforts of faculty and students, committee assignments within departments, and mentoring opportunities.
	<a href="http://www.education.umd.edu/mimaue/features/projects/BootCamp/home">http://www.education.umd.edu/mimaue/features/projects/BootCamp/home</a>	College Preparation boot camp: Camp Workshops will include selecting a college, financial aid, essay writing, goal setting, choosing a major and a career path, time management, college budgeting, identifying campus resources and much more.

	<a href="http://www.education.umd.edu/mimaue/features/projects/CURB/CURB">http://www.education.umd.edu/mimaue/features/projects/CURB/CURB</a>	<p>The Institute in partnership with UMCP's School of Public Health received a 5 year NIH grant in 2010 entitled, "Climbing Up and Reaching Back": Mentoring Support for Research Careers in Biomedical and Behavioral Science. CURB seeks to increase biomedical and behavioral researchers (BBR) from minority and underserved communities. The project aims to:</p> <p>examine the characteristics of high achieving high school students that pursue BBR, and assess whether the "Climbing Up and Reaching Back (CURB)" mentoring model facilitates attitudes and self-efficacy for BBR.</p>
Staff Recruitment	<a href="http://www.provost.umd.edu/diversity/equitycharge_main.html">http://www.provost.umd.edu/diversity/equitycharge_main.html</a>	<p>Employment Equity: The search and selection guidelines serve several important purposes at the University of Maryland. First, they are meant to ensure that each search conducted at the University encourages a diversity of participants from the beginning of the process—the development of the search committee—to the end, the selection of a diverse group of finalists and employees.</p>
Student Retention	<a href="http://www.education.umd.edu/mimaue/features/projects/CSI/home">http://www.education.umd.edu/mimaue/features/projects/CSI/home</a>	<p>The College Success Initiative (CSI) is designed to promote college retention, persistence, and graduation by serving as a resource portal to underrepresented undergraduate (freshman and sophomore only) minority UMCP students, who are Pell Grant and/or Work Study eligible</p>
Staff Retention	<a href="http://www.ohrp.umd.edu/faculty.html">http://www.ohrp.umd.edu/faculty.html</a>	<p>ODI does several different kinds of programs for Faculty on campus, mostly made possible through the Diversity Initiative, and overseen by the Faculty Relations Committee. We are currently in the process of developing several new exciting programs for Faculty, including the Intergroup Dialogue.</p>
	<a href="http://bfsaumd.wordpress.com/">http://bfsaumd.wordpress.com/</a>  <a href="http://www.cte.umd.edu/aboutus.html">http://www.cte.umd.edu/aboutus.html</a>	<p>Black Faculty and Staff Association at the University of Maryland College Park</p> <p>The Center for Teaching Excellence (CTE) is the campus' central partner for improving undergraduate education. CTE responds to the needs of all colleges, schools, and programs to ensure that the University of Maryland remains an international model of excellence in teaching and learning. CTE facilitates and supports new innovations in teaching, helps faculty teach more efficiently and effectively, works to ensure that all graduate teaching assistants develop as excellent teachers, and oversees faculty learning communities as they address current and future educational needs of the University. CTE works with campus units to recognize excellence in teaching through workshops, ceremonies, and awards. CTE administers more than 20 programs for faculty, graduate students, and undergraduate teaching assistants and is a portal for vetted resources for teaching and learning.</p>
Diversity Programs and Co-Curricular Activities	<a href="http://www.umd.edu/lgbt/lgbt-sfa.html">http://www.umd.edu/lgbt/lgbt-sfa.html</a> <a href="http://www.ohrp.umd.edu/staffpgms.html">http://www.ohrp.umd.edu/staffpgms.html</a> <a href="http://www.provost.umd.edu/diversity/conversations_main.html">http://www.provost.umd.edu/diversity/conversations_main.html</a>	<p>Lesbian, Gay, Bisexual, and Transgender Staff and Faculty Association</p> <p>ODEC's Staff programs are designed to enrich the quality of personal, academic, and professional life for Staff across campus. It is our hope that these programs will become a forum through which all non-exempt staff are motivated to learn and grow in a variety of new and exciting ways.</p> <p>The Provost's Conversations on Diversity, Democracy, and Higher Education were established in 2003 to promote University-wide awareness of, and dialogue about, our nation's most important issues. Based on the premise of shared learning, the Provost's Conversations have brought prominent scholars, writers, and activists from across the country - and around the globe - to our campus to address topics related to various issues of diversity, democracy, and higher education. The lecture series has also offered our own talented scholars an important campus platform from which to share their research, knowledge, and vision.</p>
	<a href="http://www.lasc.umd.edu/">http://www.lasc.umd.edu/</a>	<p>The Latin American Studies Center (LASC) at the University of Maryland is your gateway to the region. The Center provides:</p> <ul style="list-style-type: none"> <li>Courses on Latin America and the Caribbean and related topics, taught in both English and Spanish</li> <li>Spanish, Portuguese and Nahuatl language instruction</li> <li>A space for research on a wide range of subjects including Latin American cultures, democracy, governance, civil society, labor, gender, literature, ethnicity, and migration</li> <li>Outreach programs in nearby Latino communities</li> <li>National and international conferences and symposia</li> <li>Internships in public, private, and non-governmental organizations</li> <li>Study abroad programs throughout Latin America and the Caribbean</li> </ul>
	<a href="http://www.crge.umd.edu/">http://www.crge.umd.edu/</a>	<p>The Consortium on Race, Gender and Ethnicity (CRGE) at the University of Maryland is an interdisciplinary research center which promotes intersectional scholarship through original research, mentoring, and collaboration. CRGE's work explores the intersections of race, gender, ethnicity and other dimensions of inequality as they shape the construction and representation of identities, behavior and complex social relations.</p>
	<a href="http://www.driskellcenter.umd.edu/about/index.php">http://www.driskellcenter.umd.edu/about/index.php</a>	<p>The David C. Driskell Center for the Study of the Visual Arts and Culture of African Americans and the African Diaspora at the University of Maryland, College Park, celebrates the legacy of David C. Driskell - Distinguished University Professor Emeritus of Art, Artist, Art Historian, Collector, and Curator - by preserving the rich heritage of African American visual art and culture. Established in 2001, the Center provides an intellectual home for artists, museum professionals, art administrators, and scholars, who are interested in broadening the field of African Diasporic studies. The Driskell Center is committed to collecting, documenting, and presenting African American art as well as replenishing and expanding the field.</p>
	<a href="http://www.ohrp.umd.edu/WE/about.html">http://www.ohrp.umd.edu/WE/about.html</a>	<p>Words of Engagement: An Intergroup Dialogue Program is an initiative of the Office of Diversity Education and Compliance (ODEC). It brings together groups of students from various social identity groups with a history of tension or conflict between them. Facilitated by trained and experienced facilitators, participants confront those tensions in order to build bridges across groups.</p>
	<a href="http://www.lib.umd.edu/groups/diversity/">http://www.lib.umd.edu/groups/diversity/</a>	<p>The Libraries' Diversity Team exists to implement the campus' Diversity Initiative in the libraries and on campus. It is essential to recognize, respect, and promote each individual's uniqueness within the larger and more important context of our shared experience as human beings. The Team is dedicated to staff and patron education to increase diversity awareness and positive change in the library environment.</p>

	<a href="http://www.omse.umd.edu/vision-mission--philosophy.html">http://www.omse.umd.edu/vision-mission--philosophy.html</a>	OMSE is committed to serving students in all academic, personal, and programmatic endeavors. The OMSE team is dedicated to our motto of high expectations, high standards and ongoing excellence. The political and historical patterns of the University of Maryland continues to frame our unwavering commitment to addressing the climate of indifference, racial/diversity incompetence and misinformed perspectives that permeate the everyday experiences of multi-ethnic students.
	<a href="http://www.umd.edu/lgbt/about.html">http://www.umd.edu/lgbt/about.html</a>	LGBT Equity Center: We provide a wide range of information, education, and support services regarding sexual orientation and gender identity or expression, and we work to establish and maintain a safe, inclusive, and welcoming environment for sexual and gender minorities, their families and friends, and the campus community.
	<a href="http://www.thestamp.umd.edu/diversity/index.shtml">http://www.thestamp.umd.edu/diversity/index.shtml</a>	Multicultural Involvement and Community Advocacy has links for minority group programs and resources on the left hand side of the page. Lot of dead links, however.
Community Programs	<a href="http://www.ohrp.umd.edu/community.html">http://www.ohrp.umd.edu/community.html</a>	ODI works to build bridges to the larger community of which this campus is a part, and we work with several groups to bring a wider and more cosmopolitan edge to student experiences of diversity. In particular, we regularly work with and sponsor The March for Hope and Remembrance, the Sponsors for Educational Opportunities, and the International Community Internship Program.
	<a href="http://www.ohrp.umd.edu/campus/campusships.html">http://www.ohrp.umd.edu/campus/campusships.html</a>	List and discription of programs in partnership with other campus units
Diversity Courses	<a href="http://www.ugst.umd.edu/core/courses/Diversity.html">http://www.ugst.umd.edu/core/courses/Diversity.html</a>	Human Cultural Diversity Course List
Diversity Training	<a href="http://ohrp.umd.edu/aboutus/reports/report2002.pdf">http://ohrp.umd.edu/aboutus/reports/report2002.pdf</a>	Report that references diversity training on page 4: OHRP's Diversity Training and Consultation Services efforts, while generally focused in the area of proactive education, increasingly, also focus on legal compliance themes—namely hate crimes and bias incidents and racial profiling—thus, like the Sexual Harassment Prevention Program, DTCS efforts occupy both the legal compliance and proactive education wings of the office's twofold mission. Requests for Diversity Training and Consultation Services have steadily increased, leading OHRP to conduct more than one hundred trainings over the last year, and more than fifteen consultations. <b>However, there is nothing regarding training on OHRP's website</b>
Outreach	<a href="http://thestamp.umd.edu/micapeer_educators2.html">http://thestamp.umd.edu/micapeer_educators2.html</a>	The MICA Peer Educator program is a cross-cultural learning and outreach program that trains Maryland students in social justice education in order to empower students to bring a cross-cultural focus to their immediate communities and to outreach and encourage cross-cultural outcomes throughout campus. The aim of the program is two-fold: (1) to create a cross-cultural learning community among the peer educators, which will support peer educators' learning about self, interacting with others across difference, and gaining competencies related to leading social change, and (2) to impact the campus community by promoting cross-cultural understanding, relationships, and collaboration among students and student organizations.
	<a href="http://www.lasc.umd.edu/Outreach/outreach.html">http://www.lasc.umd.edu/Outreach/outreach.html</a>	Outreach programs draw upon the strength of the UM community to improve the lives of area residents. Participating in these programs allow students, faculty, and staff to share their expertise and energy within local communities.
	<a href="http://www.thestamp.umd.edu/diversity/mixed/index.shtml">http://www.thestamp.umd.edu/diversity/mixed/index.shtml</a>	The Latin American Studies Center partners closely with two outreach programs. The Langley Park Project works to improve communities with large immigrant populations. The Pedestrian Safety Campaign works to increase awareness of pedestrian safety precautions amongst Latino communities. Collaborating with these efforts helps the LASC to share its resources with the greater D.C. community.
		The Multicultural Student Outreach and Advocacy unit is a recent addition to the Multicultural Involvement and Community Advocacy Office. This unit was created to meet the growing concerns and demands of populations that MICA has not historically served. Biracial, multiracial and multiethnic students have been one of the fastest growing populations at the University over the last several years. Multicultural Student Outreach and Advocacy will support this student population through the promotion of specific involvement, leadership, recognition, and learning opportunities. We are committed to the creation and maintenance of a campus environment where biracial, multiracial and multiethnic identities and issues are affirmed and supported.

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://www.diversity.umich.edu/about/respect.php">http://www.diversity.umich.edu/about/respect.php</a>	Openness and respect are two important elements of a productive, diverse learning environment. The following resources are committed to help build such an environment at the University of Michigan, and can be called on for creative and useful information on how to carry that work forward.
	<a href="http://www.diversity.umich.edu/about/faces.php">http://www.diversity.umich.edu/about/faces.php</a>	The University of Michigan is built and sustained by thousands of individuals with diverse backgrounds, personal characteristics, opinions, interests, and outlooks. Together, they constitute the Michigan Difference, the essential quality that makes U-M one of the great universities of the world. This webpage provides links to statements by individual members of the University community.
	<a href="http://www.diversity.umich.edu/about/history.php">http://www.diversity.umich.edu/about/history.php</a>	The University of Michigan has a long and rich history of diversity, reaching back to the 19th Century. Follow these hyperlinks to learn more about the U-M of yesterday and today.
Diversity Action Plans	<a href="http://www.diversity.umich.edu/news/news.php">http://www.diversity.umich.edu/news/news.php</a>	Diversity-related news on campus
	<a href="http://hr.umich.edu/oie/data.html">http://hr.umich.edu/oie/data.html</a>	Human Capitol Report and student admissions data
Equal Opportunity Policies	<a href="http://www.diversity.umich.edu/about/bp-summary.php">http://www.diversity.umich.edu/about/bp-summary.php</a>	Could not find an actual published action plan, but found this in the diversity blueprints report, dated 2007: Immediately make federally mandated Affirmative Action plans available to the campus community so that they are fully accessible to all who serve on hiring, recruitment, admissions, and promotion committees. The University Affirmative Action plan sets concrete goals, indexed to an available regional and national demographic, with the assumption that a diverse and excellent pool will produce a similar demographic among employees. This Blueprint report also makes recommendations for moving forward.
	<a href="http://hr.umich.edu/strategicplan/Strategic%20Plan%202011-2016.pdf">http://hr.umich.edu/strategicplan/Strategic%20Plan%202011-2016.pdf</a>	Diversity recognized in the 2011-2016 Human Resources Strategic Plan
Equal Opportunity and Inclusion Practices	<a href="http://hr.umich.edu/oie/ndpolicy.html">http://hr.umich.edu/oie/ndpolicy.html</a>	Nondiscrimination policies
	<a href="http://hr.umich.edu/oie/ada/adafaq.html">http://hr.umich.edu/oie/ada/adafaq.html</a>	Disabilities policy
	<a href="http://www.diversity.umich.edu/about/pdc.php">http://www.diversity.umich.edu/about/pdc.php</a>	President Mary Sue Coleman established the Diversity Council in 2003 to assess, encourage, and celebrate diversity initiatives. The Council's mission is to offer "expertise and guidance to promote the pursuit and dissemination of essential knowledge and skills that foster effective participation in a diverse, multicultural, and inclusive University community." Site includes links to council projects
	<a href="http://www.diversity.umich.edu/about/blueprints.php">http://www.diversity.umich.edu/about/blueprints.php</a>	On November 21, 2006, U-M President Mary Sue Coleman announced formation of the Diversity Blueprints Task Force to address how the University can continue to achieve diversity within new limits of the law resulting from the passage of Proposal 2 in the State of Michigan. The Task Force's news and reports are available via the following hyperlinks.
	<a href="http://www.umich.edu/Disability/">http://www.umich.edu/Disability/</a>	Welcome to the University of Michigan's Directory of Disability Resources. The University of Michigan promotes the full inclusion of individuals with disabilities as part of our commitment to creating a diverse, multicultural community.
	<a href="http://ssd.umich.edu/">http://ssd.umich.edu/</a>	University of Michigan takes great pride in the academic and personal achievements of its many students with disabilities. The University is committed to providing equal and integrated access for students with disabilities.
	<a href="http://www.crech.org/joomla15/">http://www.crech.org/joomla15/</a>	The Center for Research on Ethnicity, Culture and Health (CRECH) was established in 1998 at the University of Michigan School of Public Health (UMSPH) to lead the School's response to dramatic changes in the racial and ethnic composition of the United States. CRECH develops new approaches to research and research training relevant to the description and understanding of racial and ethnic health disparities. CRECH prepares students to address the public health needs of an increasingly diverse society by providing a forum for basic and applied research on racial and ethnic differences in health across all departments within the UMSPH.
	<a href="http://www.ncid.umich.edu/about/mission.shtml">http://www.ncid.umich.edu/about/mission.shtml</a>	The National Center for Institutional Diversity (NCID) represents a strategic commitment by the University of Michigan to address complex diversity issues within higher education and other major social institutions. The Center is inspired by the vision of higher education's critical role in promoting knowledge, justice, and opportunity in a diverse democracy and global economy. NCID aims to prepare people for active engagement in a diverse society and works toward building productive as well as inclusive communities at U-M and beyond.
	<a href="http://www.umich.edu/Es/">http://www.umich.edu/Es/</a>	Student portal in Spanish. Too bad I can't understand any of it.
	<a href="http://www.cew.umich.edu/PACWI1/index.html">http://www.cew.umich.edu/PACWI1/index.html</a>	Since 1989, the President's Advisory Commission on Women's Issues (PACWI) has provided recommendations to University leaders on a wide range of issues affecting women students, faculty and staff. The objective of the Commission is to help women achieve full and equal participation in all aspects of life and leadership at the University of Michigan. PACWI promotes the development of new policies, practices, and procedures designed to enhance gender and racial equity.
	<a href="http://justconnect.umich.edu/about">http://justconnect.umich.edu/about</a>	JustConnect is a community website that unites members (both past and present) of programs related to social action at the University of Michigan. Are (or were) you involved in social action or social justice work on campus? Want to connect with members of these groups, find and share resources, participate in ongoing conversation related to social issues? Then, JustConnect is a great community for you to join.

	<p><a href="http://hr.umich.edu/oie/mission.html">http://hr.umich.edu/oie/mission.html</a></p> <p><a href="http://sitemaker.umich.edu/awc/home">http://sitemaker.umich.edu/awc/home</a></p> <p><a href="http://www.lsa.umich.edu/ideainstitute/">http://www.lsa.umich.edu/ideainstitute/</a></p> <p><a href="http://sitemaker.umich.edu/ppc/home">http://sitemaker.umich.edu/ppc/home</a></p> <p><a href="http://alumni.umich.edu/get-active/volunteer/alumni-recruitment/minority-student-recruitment">http://alumni.umich.edu/get-active/volunteer/alumni-recruitment/minority-student-recruitment</a></p> <p><a href="http://ur.umich.edu/1112/Oct03_11/2685-sph-gets-4.2">http://ur.umich.edu/1112/Oct03_11/2685-sph-gets-4.2</a></p> <p><a href="http://hr.umich.edu/empserv/diversity/">http://hr.umich.edu/empserv/diversity/</a></p> <p><a href="http://hr.umich.edu/oie/employment.html">http://hr.umich.edu/oie/employment.html</a></p> <p><a href="http://sitemaker.umich.edu/advance/home">http://sitemaker.umich.edu/advance/home</a></p> <p><a href="http://sitemaker.umich.edu/advance/recruitment_stride">http://sitemaker.umich.edu/advance/recruitment_stride</a></p> <p><a href="http://www.diversity.umich.edu/about/bp-faculty-staff-report.pdf">http://www.diversity.umich.edu/about/bp-faculty-staff-report.pdf</a></p> <p><a href="http://www.onsp.umich.edu/">http://www.onsp.umich.edu/</a></p> <p><a href="http://www.lsa.umich.edu/urop/about/evaluation">http://www.lsa.umich.edu/urop/about/evaluation</a></p> <p><a href="http://ur.umich.edu/1011/Jun06_11/2403-urc-to-launch">http://ur.umich.edu/1011/Jun06_11/2403-urc-to-launch</a></p> <p><a href="http://hr.umich.edu/empserv/diversity/retention.html">http://hr.umich.edu/empserv/diversity/retention.html</a></p> <p><a href="http://www.umich.edu/~abpafs/home.htm">http://www.umich.edu/~abpafs/home.htm</a></p>	<p>The University of Michigan has a long and proud legacy of commitment to the principles of equality and equal opportunity for all students, faculty and staff. The mission of the Office of Institutional Equity is to provide leadership and support on matters relating to equity, diversity, respect and inclusiveness for all members of the University of Michigan community. OIE staff provides guidance, support and delivery of programming, services and educational initiatives to University faculty, staff, and students to support diversity, inclusiveness, equal access, equitable treatment, cultural understanding and the prevention of prohibited discrimination and harassment.</p> <p>The Academic Women's Caucus continues to focus on many of the same tenure and salary equity issues it did in 1975. This committed group of women from diverse academic background continues to support all academic women, junior and senior alike, to help them develop and achieve their goals.</p> <p>We bring together faculty and students from science, math and education to design, implement and assess new teaching methods and materials to advance learning in science and math from middle school to grad school.</p> <p>PPC is designed to help high school sophomores and juniors from diverse backgrounds think about undergraduate studies and careers in the field of public policy – many don't realize the role policy plays in their everyday lives.</p> <ul style="list-style-type: none"> <li>• At the end of the single-day conference, students should have developed a better understanding of what public policy is, the impact policy has on their lives, and an understanding of the kinds of careers they can have in the world of policy.</li> <li>• Students should also feel more comfortable with the college application process – and hopefully the desire to come to the Ford School at the University of Michigan!</li> </ul> <p>The Alumni Association's goal is simple—to positively impact the number of underrepresented minority students enrolling at U-M by having them matched with correspondingly underrepresented alumni who can speak about their U-M experience. Alumni participation may be the deciding factor for these students considering attendance at Michigan.</p> <p>The School of Public Health (SPH) received a \$4.2 million grant over five years to expand its minority undergraduate student recruitment and internship program.</p> <p><b>DIVERSITY RECRUITMENT FOR STAFF: PROCESS, TOOLS &amp; RESOURCES</b></p> <p>Resources for employee searches</p> <p>The University of Michigan ADVANCE Program aims to improve our campus environment for faculty in four general areas:  Recruitment: development and use of equitable faculty recruiting practices  Retention: preemptive strategies to prevent the loss of valued faculty  Climate: improvement of departmental climate for faculty, staff and students  Leadership: development of leadership skills that allow academic leaders to encourage positive departmental climates</p> <p>The STRIDE Committee provides information and advice about practices that will maximize the likelihood that diverse, well-qualified candidates for faculty positions will be identified, and, if selected for offers, recruited, retained, and promoted at the University of Michigan. The committee leads workshops for faculty and administrators involved in hiring. It also works with departments by meeting with chairs, faculty search committees, and other department members involved with recruitment and retention.</p> <p>Faculty and Staff Recruitment and Retention Subcommittee issues, strategies, and prelim report</p> <p>The Office of New Student Programs coordinates programs to assist new students in making a successful academic and social transition into the University of Michigan. These programs include Orientation, University Mentorship, UM Educational Theatre Company and Welcome to Michigan.</p> <p>Undergraduate Research Opportunity Program: With funds from the U.S. Department of Education, the National Science Foundation, and the State of Michigan's Office of Equity, UROP has been engaged in a longitudinal assessment of the impact of the program on student retention, academic performance, engagement, and pursuit of graduate and professional education.</p> <p>The New Economy Initiative of Southeast Michigan has awarded the University Research Corridor (URC) a three-year, \$450,000 grant to launch the Global Detroit International Student Retention Program to retain international talent in the region.</p> <p>Onboarding (orientation) and retention of all University employees should be a major focus in the diversity recruitment process. If a department is investing resources in recruiting diverse candidates, it is in its best interest to have a plan in place to retain these employees at the institution to maintain high quality performance and productivity in the long term.</p> <p>Welcome to the site of the Association of Black Professionals, Administrators, Faculty and Staff at the University of Michigan.  The Association of Black Professionals, Administrators, Faculty and Staff at the University of Michigan is an organization of men and women dedicated to the purpose of creating a work environment which is conducive to the fulfillment of the needs and aspirations of Black employees.</p>
Student Recruitment		
Staff Recruitment		
Student Retention		
Staff Retention		



Diversity Programs and Co-Curricular Activities	<a href="http://www.crlt.umich.edu/index.php">http://www.crlt.umich.edu/index.php</a>	Founded in 1962, the Center for Research on Learning and Teaching (CRLT) at the University of Michigan was the first teaching center in the country. CRLT partners with U-M faculty, graduate students, and administrators to promote a university culture that values and rewards teaching, respects and supports individual differences among learners, and encourages the creation of learning environments in which diverse students can learn and excel.
	<a href="http://www.cew.umich.edu/leadership/wctf">http://www.cew.umich.edu/leadership/wctf</a>	The Women of Color Task Force is a staff organization, founded in 1979 at the University of Michigan, that provides professional development opportunities for employees. For more than 30 years, the Task Force has served as a forum for the exchange of information about the status of women of color staff at the University of Michigan and as a focal point for action necessary to the resolution of their concerns.
	<a href="http://www.cew.umich.edu/about/about">http://www.cew.umich.edu/about/about</a>	The University of Michigan Center for the Education of Women is dedicated to encouraging and enhancing the education and careers of adult women through programs and services, advocacy and research.
	<a href="http://www.umich.edu/~powwow/about/">http://www.umich.edu/~powwow/about/</a>	Powwows are gatherings that Native American people use as a place to meet, dance, sing and otherwise renew and strengthen our rich culture. These gatherings are held year-round and many Native people travel great distances to attend them. The Ann Arbor Powwow is one of the largest student-run powwows in the country, with more than 1,000 of North America's greatest singers, dancers, artists and craftspeople.
	<a href="http://studentaffairs.umich.edu/article/192">http://studentaffairs.umich.edu/article/192</a>	Intercultural Leadership Seminar is an interactive 6-day program intended to provide participants with a deeper understanding of how to work more effectively in intercultural settings. The seminar design deliberately addresses attitudes, awareness, knowledge and skills as central aspects to developing intercultural competence. Because ILS attracts those who are concerned with cross-cultural issues, this seminar allows participants to have the unique opportunity to engage in intensive dialog with others from diverse backgrounds who share the commitment to increasing their own intercultural competence.
	<a href="http://www.igr.umich.edu/">http://www.igr.umich.edu/</a>	The Program on Intergroup Relations (IGR) is a social justice education program on the University of Michigan's Ann Arbor campus. As a joint venture of the College of Literature, Science, and Arts and the Division of Student Affairs, IGR works proactively to promote understanding of intergroup relations inside and outside of the classroom. Multidisciplinary courses offered by IGR are distinguished by their experiential focus, teaching philosophy, and incorporation of dialogical models of communication. On this site you will find information on academic and CommonGround Workshop initiatives, program history and philosophy, and resources related to social justice education.
	<a href="http://www.ii.umich.edu/">http://www.ii.umich.edu/</a>	The University of Michigan International Institute (II) advances the exchange of knowledge, ideas, and resources across U-M's campus and with partnering institutions worldwide. Working actively with its centers and other academic units, the institute expands and enriches instructional programs, advances language study, and provides funding to students and faculty for research and study overseas. The II also brings leading scholars together to address national and international problems and collaborates with other academic units to recruit faculty members with international expertise.
	<a href="http://hr.umich.edu/ability/ability2009.html">http://hr.umich.edu/ability/ability2009.html</a>	2009 will mark the nineteenth year in which the University of Michigan, under the leadership of the Council for Disability Concerns, has sponsored educational programs and events designed to increase awareness of important disability issues. These activities are offered to promote a greater recognition of the skills and talents which people with disabilities contribute to the University and the greater society.
	<a href="http://mlksymposium.umich.edu/">http://mlksymposium.umich.edu/</a>	Martin Luther King Symposium
	<a href="http://www.mesa.umich.edu/">http://www.mesa.umich.edu/</a>	The Office of Multi-Ethnic Student Affairs (MESA) and the William Monroe Trotter Multicultural Center (TMC) is one Division of Student Affairs (DSA) unit with two locations and a multiplicity of offerings. With the mission "To promote student development and empower the campus community around issues of diversity and social justice through the lens of race and ethnicity" we provide support to all students through programming and strive to meet the facility/multicultural center needs of students.
<a href="http://spectrumcenter.umich.edu/">http://spectrumcenter.umich.edu/</a>	Spectrum Center: The office continues to focus on concerns for civil rights, addressing concerns and the inclusion of students on campus and looks forward to continued progress and transformation of the office towards the betterment of the LGBT student's college and life experience.	
<a href="http://www.diversity.umich.edu/news/events.php">http://www.diversity.umich.edu/news/events.php</a>	Diversity events calendar	
Community Programs	<a href="http://www.diversity.umich.edu/schools/k12.php">http://www.diversity.umich.edu/schools/k12.php</a>	Great universities reflect and incorporate elements of the vast world beyond their perimeters. The University of Michigan actively reaches out to communities, to extol the virtues of higher education and seek prospective students, to serve by sharing knowledge and expertise, and to provide U-M students the opportunity to grow and learn by service. These are some of the service and outreach initiatives that are based in the schools and colleges of the University. <b>All college programs compiled together, really nice</b>
	<a href="http://ginsberg.umich.edu/">http://ginsberg.umich.edu/</a>	The Ginsberg Center strengthens community service learning across the University of Michigan. The nineteen schools and colleges of the University of Michigan work independently and collaboratively to support and advance diversity among the University's faculty, staff, and students, and to provide service to the communities beyond campus. The following links provide specific information about these programs. <b>Having all individual college programs put together for easy access is a really nice feature</b>
Diversity Courses	<a href="http://www.diversity.umich.edu/schools/">http://www.diversity.umich.edu/schools/</a>	
Diversity Training	<a href="http://hr.umich.edu/oie/education/index.html">http://hr.umich.edu/oie/education/index.html</a>	What courses the Office of Institutional Equity offers include
Outreach	<a href="http://www.diversity.umich.edu/about/outreach.php">http://www.diversity.umich.edu/about/outreach.php</a>	Comprehensive list of all outreach activities within colleges in one place

<http://www.ceo.umich.edu/about/mission.html> The goals of the Center for Educational Outreach:  
Create effective, comprehensive long-term partnerships with underserved schools to improve college access in the state of Michigan.  
Facilitate and administer centralized outreach programs that enhance and support the efforts of U-M schools and colleges.  
Cultivate and support existing outreach efforts at the University of Michigan, as well as coordinate constructive collaborations.  
Assist in the identification, recruitment, and enrollment of a diverse student body.

<http://www.gieu.umich.edu/about/index.html> The Global Intercultural Experience for Undergraduates (GIEU) at the University of Michigan funds global educational projects that expand learning beyond traditional classroom boundaries, creating new opportunities for short-term (3 or 4 week) intercultural study of a global nature at field sites.

Misc Reports

<http://www.diversity.umich.edu/research/> Extensive list of research and reports done on diversity issues at U Mich

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://admissions.tc.umn.edu/opportunities/diversity.html">http://admissions.tc.umn.edu/opportunities/diversity.html</a>	Enrolling an academically qualified, diverse student body is essential to the University of Minnesota's mission. The academic and social environment of our campus is greatly enhanced by diversity, and students are better prepared to thrive in a global society. We define "diversity" in the broadest sense of the word. Our university community is strengthened by our students representing different races, religions, economic backgrounds, geographic origins, genders, sexualities, and beliefs. <b>This link also includes demographic data</b>
	<a href="http://www.academic.umn.edu/equity/pdf/resourceguide.pdf">http://www.academic.umn.edu/equity/pdf/resourceguide.pdf</a>	Equity and Diversity Resource Guide, summarizes actions of a lot of groups listed elsewhere in the spreadsheet
Diversity Action Plans	<a href="http://www.eoaffact.umn.edu/resources/aap2011.html">http://www.eoaffact.umn.edu/resources/aap2011.html</a>	2011 Affirmative Action Plan
	<a href="http://www.academic.umn.edu/equity/about/framework.html">http://www.academic.umn.edu/equity/about/framework.html</a>	The Office for Equity and Diversity presents Reimagining Equity and Diversity: A Framework for Transforming the University of Minnesota.
Equal Opportunity Policies	<a href="http://www.eoaffact.umn.edu/resources/policies.html">http://www.eoaffact.umn.edu/resources/policies.html</a>	List of all Affirmative Action policies
Equal Opportunity and Inclusion Practices	<a href="http://ds.umn.edu/">http://ds.umn.edu/</a>	Welcome to the Disability Services web site at the University of Minnesota, Twin Cities. We are here to ensure that students, faculty and staff have access to all the University has to offer and equal opportunities to participate in the many interesting activities on campus. Our goal is to ensure that you have access to all the learning opportunities you choose, whether in class or at work, or participating in the wide range of social and cultural experiences the University offers.
	<a href="http://www.eoaffact.umn.edu/">http://www.eoaffact.umn.edu/</a>	The University of Minnesota's Office of Equal Opportunity and Affirmative Action (EOAA) was founded in 1972 to ensure that all University community members uphold federal and state civil rights laws and regulations, as well as University equal opportunity policies.
	<a href="http://www.eoaffact.umn.edu/resources/coalitionrespectfulU.html">http://www.eoaffact.umn.edu/resources/coalitionrespectfulU.html</a>	The Coalition for a Respectful U is an open group of students, faculty, staff, administrators, and community members committed to a safe and inclusive campus climate for all students, employees, and visitors. The group works to achieve these goals through the sharing of social justice and campus climate related information, initiatives, and opportunities for collaboration. The Coalition for a Respectful U meetings are open to all individuals who wish to attend.
	<a href="http://www.academic.umn.edu/equity/">http://www.academic.umn.edu/equity/</a>	The Office for Equity and Diversity (OED) believes that the University community flourishes when all its students, staff, faculty and external supporters have a place to grow and thrive. That's why OED works to infuse the core values of equity and diversity into all aspects of teaching, learning, research, service and outreach throughout the University of Minnesota system.
	<a href="http://www.academic.umn.edu/equity/research/idea.html">http://www.academic.umn.edu/equity/research/idea.html</a>	The Institute for Diversity, Equity, and Advocacy (IDEA) is a research and community building initiative that convenes scholars from the University of Minnesota and around the world to collaborate in innovative and groundbreaking ways across disciplines, departments, colleges, and campuses. In addition to supporting the development of new research, IDEA is designed to enhance retention and faculty diversity by fostering stronger ties among and with faculty and the local community.
Student Recruitment	<a href="http://admissions.tc.umn.edu/opportunities/alumni.html">http://admissions.tc.umn.edu/opportunities/alumni.html</a>	Alumni Ambassador program participants help prospective students explore their options, and share with them the great opportunities, great academics, great location, and great value that they will find at the U of M.
	<a href="http://www1.umn.edu/news/news-releases/2003/UR_RELEASE_MIG_693.html">http://www1.umn.edu/news/news-releases/2003/UR_RELEASE_MIG_693.html</a>	Citing a need for more people of color in the ranks of social workers, the University of Minnesota School of Social Work will hold a series of information sessions to encourage students of color to seek an advanced degree in the field.
Staff Recruitment	<a href="http://eoaa.software.umn.edu/">http://eoaa.software.umn.edu/</a>	Welcome to the University of Minnesota's Diversity Recruitment Source Database. When conducting a search at the University of Minnesota, use this database to locate possible places to advertise your position.
	<a href="http://www.eoaffact.umn.edu/resources/Toolkit/searches_toolkit.html">http://www.eoaffact.umn.edu/resources/Toolkit/searches_toolkit.html</a>	Ensuring equity and diversity in the search process is essential for increasing the diversity of candidate pools for positions, and ultimately the diversity of the University community. EOAA created this online toolkit to help guide the process.
Student Retention	<a href="http://www.mcae.umn.edu/">http://www.mcae.umn.edu/</a>	The Multicultural Center for Academic Excellence (MCAE) develops and fosters inclusive, coherent learning for undergraduates at the University of Minnesota through educational support programs, community engagement, and cultural activities. MCAE also helps students explore internship opportunities and campus events, and provides access to campus resources, scholarship information, mentoring programs, academic offerings and study abroad opportunities.
	<a href="http://admissions.tc.umn.edu/opportunities/diversity.html">http://admissions.tc.umn.edu/opportunities/diversity.html</a>	Towards the bottom of the page, lists diversity-related dorm living options
	<a href="http://www.academic.umn.edu/equity/annualevents/multicultural.html">http://www.academic.umn.edu/equity/annualevents/multicultural.html</a>	The Multicultural Kickoff helps first-year students from diverse ethnic backgrounds make a successful transition to college through building community and by identifying academic and cultural supports on campus. It also provides an opportunity for these first-year students to meet other students, faculty, and staff from multicultural backgrounds.

Staff Retention	<a href="http://www1.umn.edu/usenate/cssenate/about.html">http://www1.umn.edu/usenate/cssenate/about.html</a>	<p>Through its executive committee (the Civil Service Consultative Committee) and subcommittees, the Civil Service Senate works in the areas of: employee advocacy, benefits and compensation, communications, staff development, legislative advocacy, and the Civil Service Employment Rules. Each year the Civil Service Senate becomes more involved in University governance, and will continue to support the University's mission of teaching, research, and service.</p>
	<a href="http://www1.umn.edu/usenate/pasenate/about.html">http://www1.umn.edu/usenate/pasenate/about.html</a>	<p>Currently the P&amp;A Senate works primarily in four areas: benefits and compensation, communications, outreach, and professional development and recognition. As P&amp;A staff continue to grow at the University, so does the P&amp;A Senate. Each year the organization becomes more involved in University governance, and will continue to support its mission of teaching, research, and service.</p>
Diversity Programs and Co-Curricular Activities	<a href="http://www.academic.umn.edu/equity/programs/staff.html">http://www.academic.umn.edu/equity/programs/staff.html</a>	<p>The Office for Equity and Diversity manages various programs and outreach efforts that benefit staff and faculty members at the University of Minnesota.</p>
	<a href="http://www.glbta.umn.edu/">http://www.glbta.umn.edu/</a>	<p>The Gay, Lesbian, Bisexual, Transgender, Ally (GLBTA) Programs Office is dedicated to improving campus climate for all University of Minnesota students, staff, faculty, alumni, and visitors by developing and supporting more inclusive understandings of gender and sexuality.</p>
	<a href="http://www1.umn.edu/women/">http://www1.umn.edu/women/</a>	<p>A unit of the Office for Equity and Diversity, the Women's Center increases connections for women's success, cultivating socially responsible leaders, and advocating for organizational culture change toward excellence for all.</p>
	<a href="http://qsc.org/">http://qsc.org/</a>	<p>Our mission is to...          Celebrate the diversity and culture of the queer community.          Educate the University of Minnesota community on issues pertinent to the lives of queer students.          Advocate for inclusion and equality of all persons regardless of sexual or gender orientation.          Provide a safe space for queer students to meet and form a sense of community.          Empower queer individuals, groups, and organizations.</p>
	<a href="http://sua.umn.edu/groups/directory/show.php?id=612">http://sua.umn.edu/groups/directory/show.php?id=612</a>	<p>Al-Madinah will help educate the University of Minnesota community by creating a better understanding and appreciation for the diverse cultures and traditions of Islam and Muslims through educational, social, and community activities.</p>
	<a href="http://sua.umn.edu/groups/directory/show.php?id=274">http://sua.umn.edu/groups/directory/show.php?id=274</a>	<p>The mission of AISCC is to promote cultural diversity develop leadership in American Indian students of the U of M, assisting building understanding of American Indian people, issues, history and culture by bringing in native scholars and hosting events open to the entire university campus.</p>
	<a href="http://asianamericanstudentunion.wordpress.com/">http://asianamericanstudentunion.wordpress.com/</a>	<p>The Asian-American Student Union's mission is to provide educational, cultural, social, and community activities for students within and outside the University of Minnesota; and to promote understanding of the diverse Asian/Pacific cultures to the University at large.</p>
	<a href="http://sua.umn.edu/groups/directory/show.php?id=243">http://sua.umn.edu/groups/directory/show.php?id=243</a>	<p>The Black Student Union serves as a social, intellectual, &amp; cultural community for students of the University through awareness, education &amp; action.</p>
	<a href="http://www.wsac-umn.org/">http://www.wsac-umn.org/</a>	<p>The purpose of the Women's Student Activist Collective is to empower women, transgender, and gender non-conforming people to make positive changes in society by eliminating interrelated inequalities that produce oppression, with a focus on gender and sexuality.</p>
	<a href="http://sua.umn.edu/groups/directory/index.php?group_by=category#Cultural_and_Diversity">http://sua.umn.edu/groups/directory/index.php?group_by=category#Cultural_and_Diversity</a>	<p>Comprehensive list of all cultural diversity student programs/clubs</p>
	<a href="http://uwoc.umn.edu/about.html">http://uwoc.umn.edu/about.html</a>	<p>Women of color at the University of Minnesota play a vital role in the advancement of the mission of the institution as a whole. University Women of Color sponsors events and gatherings that create a space for all women of color within the University, to feel supported, affirmed, and connected.</p>
	<a href="http://www.academic.umn.edu/equity/annual_events/ed_breakfast.html">http://www.academic.umn.edu/equity/annual_events/ed_breakfast.html</a>	<p>This signature diversity event brings together the University community and external stakeholders—alumni, donors, community organizations, and corporate entities—to recognize the students, faculty, and staff doing the work, and to reaffirm the University's commitment to equity and diversity.</p>
	<a href="http://www.academic.umn.edu/equity/annual_events/graduation.html">http://www.academic.umn.edu/equity/annual_events/graduation.html</a>	<p>Various units within the Office for Equity and Diversity sponsor graduation celebrations at the end of each spring semester. Learn more about these celebrations honoring the accomplishments of specific communities within the statewide University of Minnesota system.</p>
	<a href="http://www.academic.umn.edu/equity/annual_events/mlk.html">http://www.academic.umn.edu/equity/annual_events/mlk.html</a>	<p>When the University of Minnesota's Martin Luther King Day concert began in the early 1980s, it was the only tribute of its kind in Minnesota. The late Reginald Buckner, a professor in the School of Music—and an accomplished performer, composer, and educator—founded the concert and began a tradition of celebrating the life and accomplishments of Dr. King through performing arts.</p>
Community Programs	<a href="http://www.academic.umn.edu/equity/programs/k12.html">http://www.academic.umn.edu/equity/programs/k12.html</a>	<p>The Office for Equity and Diversity is committed to partnering with communities and school districts to support K – 12 programming and outreach tied to the University of Minnesota.</p>
Diversity Courses	<a href="http://onestop2.umn.edu/courses/designators.jsp?campus=UMNTC">http://onestop2.umn.edu/courses/designators.jsp?campus=UMNTC</a>	<p>Could not find comprehensive list of courses that satisfy some sort of diversity requirement, but diversity options exist when browsing course descriptions</p>

Diversity Training	<a href="http://www.eoaffact.umn.edu/services/training.html">http://www.eoaffact.umn.edu/services/training.html</a>	All training programs offered by the Office of Equal Opportunity and Affirmative Action
	<a href="http://www.academic.umn.edu/equity/education/calendar.html">http://www.academic.umn.edu/equity/education/calendar.html</a>	The Office for Equity and Diversity offers educational opportunities for individuals, departments, colleges, and units. Workshops focus on a wide range of equity and diversity issues in higher education. They can also be customized for individual units' needs and concerns.
	<a href="http://www1.umn.edu/ohr/teachlearn/workshops/DiversityintheCurriculum/">http://www1.umn.edu/ohr/teachlearn/workshops/DiversityintheCurriculum/</a>	Have you wanted to change aspects of your course to better reflect changes in your field and scholarship addressing diverse communities? The Office for Equity & Diversity (OED) and the Center for Teaching & Learning (CTL) invite faculty to engage in a hands-on, two-part workshop where they can revise syllabi or specific segments of courses to include more consideration of diversity and make their courses more attractive to diverse students on our campus.
Outreach	<a href="http://www.academic.umn.edu/equity/programs/students.html">http://www.academic.umn.edu/equity/programs/students.html</a>	The Office for Equity and Diversity offer various programs and leads outreach efforts for students at the five statewide University of Minnesota campuses

KEYWORD	URL	DESCRIPTION
Commitment to Diversity	<a href="http://diversity.wisc.edu/asides/provost%E2%80%99s-diversity-statement/">http://diversity.wisc.edu/asides/provost%E2%80%99s-diversity-statement/</a>	Provost's Diversity Statement
Diversity Action Plans	<a href="http://diversity.wisc.edu/policies-reports/">http://diversity.wisc.edu/policies-reports/</a>	Past diversity action plans and reports  The UW–Madison Affirmative Action Plan is a positive effort to assure that women and minorities are not underrepresented in our workforce. Under federal law, an affirmative action plan must include (1) a workforce analysis by job group; (2) a utilization analysis and (3) a set of specific goals designed to overcome underutilization. A utilization analysis of the workforce shows a comparison between the representation of minority and female workers in the University workforce and their availability. Goals are established based on the utilization analysis. All academic departments and employing units are expected to apply good faith efforts in recruiting and employing women and minorities to achieve these goals. The statistical analysis and establishment of goals represent an affirmative effort to ensure that the University continues to provide employment opportunities on a nondiscriminatory basis. The UW–Madison Affirmative Action Plan is updated annually. Copies of the current plan are available from the Office for Equity and Diversity.
Equal Opportunity Policies	<a href="http://oed.wisc.edu/aacomp.html">http://oed.wisc.edu/aacomp.html</a> <a href="http://oed.wisc.edu/aacomp.html">http://oed.wisc.edu/aacomp.html</a> <a href="http://www.oed.wisc.edu/disability/">http://www.oed.wisc.edu/disability/</a> <a href="http://oed.wisc.edu/dishar.html">http://oed.wisc.edu/dishar.html</a> <a href="http://oed.wisc.edu/laws.html">http://oed.wisc.edu/laws.html</a>	The Equal Employment Opportunity/Affirmative Action Policy Statement Disability accommodations Discrimination and harassment Summary of Relevant Laws, Policies & Regulations for Affirmative Action & Equal Opportunity
Equal Opportunity and Inclusion Practices	<a href="http://ceo.wisc.edu/">http://ceo.wisc.edu/</a> <a href="http://www.secfac.wisc.edu/committees/Roster.asp">http://www.secfac.wisc.edu/committees/Roster.asp</a> <a href="http://www.secfac.wisc.edu/committees/Roster.asp">http://www.secfac.wisc.edu/committees/Roster.asp</a>	The Center for Educational Opportunity (CeO) is a federally- and state-funded center that provides academic and ancillary support to students from low-income families, The CeO center houses the federally-funded program, TRIO Student Support Services.  Campus Diversity and Climate Committee <b>No description, just roster</b>  Committee on Women in the University <b>No description, just roster</b>
	<a href="http://www.oed.wisc.edu/">http://www.oed.wisc.edu/</a>	The Office for Equity and Diversity (OED), a unit within the Office of the Vice Provost for Diversity and Climate, promotes, integrates and transfers equity and diversity principles to nurture human resources and advance the mission of the University of Wisconsin-Madison. OED was established on the UW–Madison campus in response to a 1972 UW System directive implementing Federal and State affirmative action and equal opportunity legislation. Until 1996, our office was known as the Office for Affirmative Action and Compliance. Between April 1996 and August 2006 we were known as the Equity and Diversity Resource Center (EDRC) and on September 1, 2006, we launched our current office name. These name changes reflect the evolution of our mission, the expansion of the scope of our campus-wide responsibilities, and the recognition that education and professional development are essential to sustain excellence, equity and diversity.
	<a href="http://www.mcburney.wisc.edu/">http://www.mcburney.wisc.edu/</a>	The McBurney Center mission is to utilize our expertise in disability and higher education, and work in partnership with the University of Wisconsin community to: deliver innovative and high quality services and classroom accommodations to UW students with disabilities facilitate and advocate for reasonable accommodations so that students have equal access to the programs, activities and services of the institution cultivate opportunities for students to articulate their strengths and advocate for necessary accommodations identify and respond to the dynamic nature of student needs and learning environments.
	<a href="http://oed.wisc.edu/committees.html">http://oed.wisc.edu/committees.html</a>	Equity and Diversity Committees advise deans, directors, and unit heads on equity and diversity issues, and report on an annual basis to the Advisory Committee for the Office for Equity and Diversity for coordination with the center. These school, college, and divisional-level committees also coordinate with campus-level governance committees such as the Committee on Women in the University, the Committee on Access and Accommodation in Instruction, and the Committee on Academic Affairs of Minority/Disadvantaged Students on issues of mutual interest, and the University Committee, as appropriate.
Student Recruitment	<a href="http://www.peopleprogram.wisc.edu/overview.html">http://www.peopleprogram.wisc.edu/overview.html</a>  <a href="http://apa.wisc.edu/Diversity/TM_Recruitment_Programs.pdf">http://apa.wisc.edu/Diversity/TM_Recruitment_Programs.pdf</a>	PEOPLE is a pre-college pipeline for students of color and low-income students, most of whom are the first in their families to potentially attend college. Their journey prepares them to apply, be successfully admitted and enroll at the University of Wisconsin-Madison. PEOPLE accepts highly motivated students into a rigorous program to build study skills, explore and strengthen academic and career interests, and gain a positive experience on a world-class campus.  The following charts illustrate the "source" (enrollment type, state and recruiting program) of new targeted minority students for two terms - Fall 2001 and Fall 2004. This shows how pre-college and college transition programs feed into the overall new freshman class at UW-Madison. It is related to Plan 2008's goal of increasing the numbers of targeted minority students at UW-Madison and on overall student diversity.

		<p>A "posse" is a small, diverse group of talented students, carefully selected and trained, to serve as a catalyst for increased individual and community development. University of Wisconsin-Madison was in 2002 the first major public research institution to launch this unique program. Approximately 155 merit scholarships have been awarded thus far.</p> <p>Posse identifies leadership talent, ability to work in a team with people from diverse backgrounds and a desire to succeed. Once selected, Posse Scholars enroll in a 32-week training program during their senior high school year. They arrive on campus academically prepared and motivated to foster positive social change.</p>
Staff Recruitment	<p><a href="http://posseprogram.wisc.edu/">http://posseprogram.wisc.edu/</a></p> <p><a href="http://www.ohr.wisc.edu/pol/proced/srchk/bk/sbkch1.pdf">http://www.ohr.wisc.edu/pol/proced/srchk/bk/sbkch1.pdf</a></p> <p><a href="http://www.provost.wisc.edu/documents/FacDiv-PipelineRecruit-0611-drf2.pdf">http://www.provost.wisc.edu/documents/FacDiv-PipelineRecruit-0611-drf2.pdf</a></p> <p><a href="http://apa.wisc.edu/Faculty_Recruiting_Retention/index.htm">http://apa.wisc.edu/Faculty_Recruiting_Retention/index.htm</a></p> <p><a href="http://www.provost.wisc.edu/facshi.htm">http://www.provost.wisc.edu/facshi.htm</a></p>	<p>This handbook provides information to ensure that the University of Wisconsin-Madison provides equal employment opportunity through non-discriminatory hiring practices.</p> <p>Enhance the University's capacity for pipeline development and competitive recruitment that strengthen faculty diversity, broadly defined.</p> <p>2009-10 Request to Deans for Information on Faculty Recruiting and Outside Offers</p> <p>Faculty Strategic Hiring Initiative, 2011-12</p>
Student Retention	<p><a href="http://www.lssaa.wisc.edu/aap/">http://www.lssaa.wisc.edu/aap/</a></p> <p><a href="http://guts.studentorg.wisc.edu/">http://guts.studentorg.wisc.edu/</a></p> <p><a href="http://figs.wisc.edu/">http://figs.wisc.edu/</a></p> <p><a href="http://www.learning.wisc.edu/communities/res.html">http://www.learning.wisc.edu/communities/res.html</a></p> <p><a href="http://www.lssaa.wisc.edu/urs/">http://www.lssaa.wisc.edu/urs/</a></p> <p><a href="http://www.supportuw.org/making-a-gift/area-program/first-wave/">http://www.supportuw.org/making-a-gift/area-program/first-wave/</a></p> <p><a href="http://apa.wisc.edu/Diversity/Diversity.htm">http://apa.wisc.edu/Diversity/Diversity.htm</a></p> <p><a href="http://apa.wisc.edu/FacultyTurnover/FacultyTurnover2.html">http://apa.wisc.edu/FacultyTurnover/FacultyTurnover2.html</a></p>	<p>Academic Advancement Program is a four year program that focuses on academic advising, academic instructional support, academic engagement and enrichment, and community building, which are the four pillars of our program.</p> <p>The Greater University Tutoring Service (GUTS) is a Registered Student Organization (RSO) supported by segregated fees and dedicated to connecting UW students with volunteer tutors for assistance with academic courses, study skills, conversational English, and intercultural exchange. As part of the Division of Student Life and a campus leader, we work to inspire students to live the Wisconsin Idea.</p> <p>The integration of the courses within each FIG helps students discover how disciplines relate to one another, thus creating a richer educational experience. As a result, students in FIGs generally experience greater academic success (higher grade point averages) and higher retention rates.</p> <p>UW-Madison's residence halls host several total-immersion learning communities, in which living and learning are connected through social, cultural and educational activities and opportunities. Unique to UW residential learning communities is the opportunity to work one-on-one with faculty and staff</p> <p>The Undergraduate Research Scholars Program (URS) helps first- and second-year undergraduates get hands-on experience in research or other creative endeavors by working closely with UW faculty and research staff.</p> <p>The First Wave Spoken Word and Hip Hop Arts Learning Community is a cutting-edge multicultural artistic program for incoming students at the University of Wisconsin-Madison. Bringing together young artists and leaders from across the U.S and beyond, the First Wave Learning Community offers students the opportunity to live, study and create together in a close-knit, dynamic campus community.</p> <p>Retention rates by ethnicity at the bottom of the page</p>
Staff Retention	<p><a href="http://apa.wisc.edu/FacultyTurnover/FacultyTurnover2.html">http://apa.wisc.edu/FacultyTurnover/FacultyTurnover2.html</a></p>	<p>An Analysis of Faculty Turnover at the University of Wisconsin -Madison</p>
Diversity Programs and Co-Curricular Activities	<p><a href="http://www.today.wisc.edu/events/feed/5">http://www.today.wisc.edu/events/feed/5</a></p> <p><a href="http://www.education.wisc.edu/cp/Diversity_Dialogue/default.asp">http://www.education.wisc.edu/cp/Diversity_Dialogue/default.asp</a></p> <p><a href="http://www.asm.wisc.edu/diversity.html">http://www.asm.wisc.edu/diversity.html</a></p> <p><a href="http://tps.rso.wisc.edu/">http://tps.rso.wisc.edu/</a></p> <p><a href="http://www.uwmcsc.com/history/mission">http://www.uwmcsc.com/history/mission</a></p> <p><a href="http://diversity.wisc.edu/forums/">http://diversity.wisc.edu/forums/</a></p>	<p>Diversity events calendar</p> <p>This is an initiative from the office of the Vice Provost for Campus Climate and Department of Counseling Psychology. Diversity Dialogues are 90-minute discussions in small groups of approximately 8 - 10 students. The groups of students are drawn from courses meeting the ethnic studies requirement across campus. The goal of this initiative is to increase students' awareness and skills about campus diversity and provide an opportunity to learn and share experiences about diversity with other students.</p> <p>Recognizing and appreciating all diverse individuals, the Associated Students of Madison's Diversity Committee will maintain a commitment to social justice and awareness in many capacities.</p> <p>This committee will:</p> <ul style="list-style-type: none"> <li>Serve as a liaison between other on-campus organizations who are dedicated to the interests of diverse individuals and the Associated Students of Madison's body as a whole</li> <li>Increase the awareness of differences within the Associated Students of Madison and promote a more diverse body within the Associated Students of Madison</li> <li>Reach out to the student body, faculty, staff and administration in order to bring about consciousness and to strengthen the connections between individuals and groups which represent a variety of identifications</li> <li>Establish a safer and more inclusive campus climate by decreasing discrimination in all of its forms</li> </ul> <p>The Ten Percent Society is an LGBTQA social organization that focuses on providing a safe space for LGBTQ students and allies.</p> <p>The MultiCultural Student Coalition is an alliance of students deeply committed to social justice and the principles of unity, integrity, responsibility, and respect. MCSC values community and undertakes coalition-building to promote excellence in scholarship and service among MCSC student staff, as well as all students. MCSC's institutionalized working structure provides a healthy environment for students and the campus community to work together, learn about and from each other, and take an active role in enriching the UW Madison community.</p> <p>Each year our staff puts on an amazing symposium for campus faculty and staff members, as well as students. This forum provides an engaging day of speakers, presentations and roundtables at which campus diversity efforts are explored.</p>

	<a href="https://win.wisc.edu/organizations?SearchValue=Cultural%2FEthnic&amp;SearchType=Category&amp;CurrentPage=1&amp;SelectedCategoryId=2463">https://win.wisc.edu/organizations?SearchValue=Cultural%2FEthnic&amp;SearchType=Category&amp;CurrentPage=1&amp;SelectedCategoryId=2463</a>	Comprehensive list of all ethnic-related student organizations on campus
Community Programs	<a href="http://morgridge.wisc.edu/programs/servicelearning/index.html">http://morgridge.wisc.edu/programs/servicelearning/index.html</a>	UW-Madison offers over 50 service-learning courses every year. These credit-bearing courses allow students to participate in an organized service activity designed to meet community needs while gaining further understanding of course content.
Diversity Courses	<a href="http://www.ls.wisc.edu/gened/documents/FacDoc1736.pdf">http://www.ls.wisc.edu/gened/documents/FacDoc1736.pdf</a>	UW-Madison Statement on Undergraduate Ethnic Studies General Education Requirement
Diversity Training	<a href="http://www.dcs.wisc.edu/pda/diversity/">http://www.dcs.wisc.edu/pda/diversity/</a>	Diversity workshops
	<a href="http://oed.wisc.edu/workshop.html">http://oed.wisc.edu/workshop.html</a>	Graduate Assistant equity workshops
Outreach	<a href="http://www.theatre.wisc.edu/TCSA.htm">http://www.theatre.wisc.edu/TCSA.htm</a>	Theatre for Cultural and Social Awareness (TCSA) is an interdisciplinary service-learning and outreach effort of the Department of Theatre & Drama and the Assistant Vice Provost's Office for Equity and Diversity. Using the powerful combination of live theatre and personal narratives, TCSA explores the systemic and institutional barriers to social justice in a variety of sensitive subject matters. For programmatic purposes, sensitive subject matters are broadly defined as topics or ideas that demand a greater awareness, (i.e. race relations, gender dynamics, sexual orientation and privilege) but lack meaningful societal discourse due to their polarizing nature and/or historical legacies. TCSA provides students a safe environment to cultivate analytical and facilitative skills necessary for healthier and more nuanced conversations about these issues. Students enhance their understanding of these concepts through critical analyses of plays, films current events and performance techniques that are designed to encourage personal reflection. The TCSA theatre experience is one of the most effective ways to promote the values of inclusive excellence in community, workplace and educational settings.
	<a href="http://wisconsinidea.wisc.edu/">http://wisconsinidea.wisc.edu/</a>	The Wisconsin Idea is the principle that the university should improve people's lives beyond the classroom. It spans UW–Madison's teaching, research, outreach and public service.
	<a href="http://edgeproject.rso.wisc.edu/pages/mission.htm">http://edgeproject.rso.wisc.edu/pages/mission.htm</a>	The EDGE Project is designed to provide University of Wisconsin students with a platform to engage actively in issues of sustainable international development, project management, leadership, and the realities of life in developing nations by connecting students with the resources necessary to research, create, and implement small-scale community development projects.