“2016 marks the end of our ambitious five-year strategic plan. In looking back on our many accomplishments over the past five years, I am amazed at all we have done. Together we continue to foster a culture of excellence through diverse people, ideas, and perspectives. As we close this chapter, we now look to the future to build on the national standard we have set for what academic diversity and community engagement looks like in higher education.”

Dr. Gregory J. Vincent
Vice President for Diversity and Community Engagement

Mission
The Division of Diversity and Community Engagement advances socially just learning and working environments that foster a culture of excellence through diverse people, ideas, and perspectives. We engage in dynamic community-university partnerships designed to transform our lives.

Vision
The Division of Diversity and Community Engagement, as a national model, will strengthen the university’s academic and engagement mission by fostering a culture of excellence and social justice for the success of students, faculty, staff, alumni, and the community.

Value Statements

Diversity: Demonstrating respect for all individuals and valuing each perspective and experience.

Community Engagement: Learning and working collaboratively with community members and organizations to achieve positive change.

Inclusion: Breaking down barriers to meaningful participation and fostering a sense of belonging.

Integrity: Setting high standards of professional ethics and being consistent in principles, expectations, and actions.

Leadership: Guiding and inspiring people and organizations toward excellence.

Partnerships: Cultivating mutually beneficial internal and external relationships built upon trust, cooperation, and shared responsibility.

Social Justice: Challenging injustice and working toward an equitable society in which all enjoy equal rights and opportunities.

Year 4 Highlights: BY THE NUMBERS

- Record number admissions applications from African American and Hispanic students—an 18% and 20% increase, respectively, from previous year
- 75% of Longhorns volunteered 1 million hours—an average of 1 million hours in economic impact for the communities we serve
- 118 teaching assistants and assistant instructors from 45 academic departments participated in Inclusive Classrooms Leadership Certificate Seminars
- 20+ DDCE representatives presented original research at American Education Research Association and the Association for the Study of Higher Education meetings
- 14,000+ pre-college students served within the Longhorn Center for School Partnerships
- 300 community partners, including non-profit organizations, school districts, and pipeline initiatives
- 118 bias incident reports managed by the Campus Climate Response Team
- 100+ people attended Peers for Pride performance where Gender and Sexuality Center Peers for Pride Research Project findings were presented
- 1,821 UT Austin students served in the Longhorn Center for Academic Excellence, including over 300 in Intellectual Entrepreneurship Program
- 83 external and internal events, including 20 signature and special community events coordinated by Community and External Relations
- 53 different social justice educational opportunities coordinated by units represented on the Campus Culture Council
- 19 bias response teams at institutions across the nation participated in the Bias Response Team Study
CAMPUS CULTURE STRATEGIC GOAL
Advance efforts to create an inclusive, accessible, and welcoming culture on campus.

Campus Culture

2014–15 Highlighted Accomplishments

• Administered pilot of the social justice educational opportunities inventory with departments represented on the Campus Culture Council, which yielded documentation of 53 educational opportunities.

• Piloted the Student Social Justice Education Initiative, based out of the Multicultural Engagement Center, as an active and intentional cross-community building initiative for students.

• Facilitated 5 Inclusive Classrooms Leadership Certificate Seminars for teaching assistants and assistant instructors after piloting initial seminar in partnership with the Graduate School.

• Advised College of Fine Arts Diversity Committee in implementing year-one priorities within its diversity plan’s curriculum and creative programming, recruitment and retention, and culture and climate goals.

• Partnered with College of Natural Sciences associate dean for faculty affairs to implement inclusive recruitment best practices within college resulting in an increase of women and faculty of color interviewed and hired.

• Collaborated with senior vice provost for faculty affairs to create campus-wide Council for Racial and Ethnic Equity and Diversity focused on recruiting, retaining, and advancing a racially and ethnically diverse faculty.

2015–16 Highlighted Priorities

• Leverage staff expertise and UT Austin partnerships within DDCE’s new Office for Inclusion and Equity to develop a national model for creating and sustaining a more inclusive campus culture.*

• Develop new and updated content for at least two existing workforce training sessions offered by the Office for Inclusion and Equity to foster a culture of inclusion and accessibility.*

• Provide campus faculty and staff training and education related to diversity, equity, and social justice via the Diversity Education Initiatives Committee.

• Facilitate faculty focus group to generate input and support for development of Inclusive Classrooms Faculty Leadership Seminar.

• Broaden the Office for Inclusion and Equity’s faculty recruitment and retention initiatives through its work with the Council for Racial and Ethnic Equity and Diversity and partnerships with individual colleges and schools.

• Initiate the development of a Title VI/Nondiscrimination Plan, which considers education, outreach, compliance, data collection and analysis, and language access.*

* Denotes multi-year priority activity
COMMUNITY ENGAGEMENT STRATEGIC GOAL

*Cultivate mutually beneficial community-university partnerships that further the mission of the university to serve Texas and beyond with an emphasis on historically and currently underserved communities.*

Community Engagement

2014–15 Highlighted Accomplishments

- Received ten-year Carnegie Foundation for the Advancement of Teaching Community Engagement Classification documentating UT Austin’s activities around community engagement and public service.

- Participated in new UT Austin website launch while continuing to develop community engagement web portal design and its supporting mechanisms through collaboration with University Communications staff.

- Continued to establish guidelines for partnership and sponsorship stewardship system that best measures effectiveness of agreements and roles of individual units.

- Implemented DDCE Austin Community Advisory Council evaluation of partnership stewardship which informed the Community Engagement Plan, designed to improve community access to university resources.

- Convened Community Engagement Taskforce for President’s Higher Education Community Service Honor Roll, recognizing UT Austin’s role in solving community problems and participating in civic engagement via meaningful and measurable outcomes.

- Continued reaffirmation of commitment to repair fragmented relationships with historically and currently underserved communities via community events and division-wide initiatives, programs, and platforms.

2015–16 Highlighted Priorities

- Convene Community Engagement Portal Workgroup to discuss Digital Experience Project Plan online overhaul including reviewing and further developing the community engagement core site structure.*

- Work with University Communications to develop a portal communications plan for execution via campus-wide communications representatives once site framework and structure are confirmed.*

- Receive all four President’s Higher Education Community Service Honor Roll category recognitions, which highlight UT Austin’s role in solving community problems and participating in civic engagement via meaningful, measurable community outcomes.*

- Utilize Community Engagement Taskforce to update partnership and sponsorship inventory, stewardship definitions, and division-wide MOU agreements to include in Community Engagement Plan.*

- Continue to develop communication platforms including Mission Moments, Community Compass, and publications as part of community relations initiatives to be included in Community Engagement Plan.

- Assess feedback from DDCE Austin Community Advisory Council survey to determine direction for community relations programs to be included in Community Engagement Plan.

*Denotes multi-year priority activity
EDUCATION PIPELINE STRATEGIC GOAL

Create a successful pathway for first-generation and underrepresented students as they progress from pre-K through graduate and professional school.

Education Pipeline

2014–15 Highlighted Accomplishments

• Received multi-year grant from Law School Admission Council to create DiscoverLaw.org PLUS, a partnership between Huston-Tillotson, UT Law, and DDCE. (Inaugural session held during summer 2015)

• Conducted strategic meetings with deans and associate deans of all colleges across UT Austin’s campus to coordinate services that impact students, including the sharing of student performance data.

• Launched collaboration between pre-college units and Admissions to promote Texas Advance, a scholarship initiative supporting “hard-working, economically disadvantaged” high school students in Texas.

• Updated recruitment/retention plan during retreats and emphasized expanding Academic Diversity Initiatives (ADI) partnerships to enhance collective impact of pipeline.

• Started process of simplifying data collection methods and standardizing reported content across ADI units to provide fuller portrait of implementation of pipeline priorities.

2015–16 Highlighted Priorities

• Expand the Pipeline Council to include representatives from across Academic Diversity Initiatives (ADI) units and increase attendance at council meetings.

• Develop time and cost effective methods for collecting feedback from partners for use in decision-making.

• Determine and build opportunities for student-focused internal ADI collaborations.*

• Identify and create opportunities for student-focused internal UT Austin collaborations, including a pre-college to college STEM pipeline.*

• Investigate opportunities for creating student-focused programming centered on health sciences and identify potential collaborations within UT Austin and across relevant communities.*

• Increase longitudinal tracking of students in education pipeline by continuing pilot of data management system in pre-college units and investigate scaling system across DDCE, including funding.*

*Denotes multi-year priority activity
RESEARCH & BEST PRACTICES STRATEGIC GOAL

Serve as a national model for the creation of knowledge about and best practices for diversity and community engagement through innovative scholarship, teaching, policy development, programs, and services.

Research & Best Practices

2014–15 Highlighted Accomplishments

• Worked in partnership with the Gender and Sexuality Center to develop a plan to disseminate findings from the Peers for Pride program research project and to establish a research process that will serve as a model for how the committee will work with other DDCE units.

• Participated in the 2015 Peers for Pride (PfP) final performance and shared findings from their research PfP study, determining how participating in the Peers for Pride program impacted the lives of PfP facilitators.


• Research results from the Bias Response Team Study featured in The Chronicle of Higher Education (April 21, 2015).

2015–16 Highlighted Priorities

• Support data collection and analysis conducted within each DDCE unit and creation of research documents for audiences chosen by unit.*

• Create database of potential internal and external outlets for research.*

• Identify completed research within each DDCE unit.*

• Identify audiences and outlets that research seeks to reach.*

• Make efforts to align the resources stored in clearinghouse so that DDCE staff can easily utilize the data shared across all units.*

*Denotes multi-year priority activity
Implementation Committee

The Division of Diversity and Community Engagement strategic planning process involved a variety of staff who served on design, steering, planning, and strategy teams. To facilitate the next phase of the strategic plan, Dr. Gregory J. Vincent appointed an Implementation Committee to set priorities, track progress toward achieving the division’s four strategic goals, and oversee the implementation of the goals aligned with their specific portfolios and units.

2014–15 Implementation Committee

**CO-CHAIRS**

Dr. Sherri L. Sanders  
*Associate Vice President for Strategic Initiatives*

Dr. Gregory J. Vincent  
*Vice President for Diversity and Community Engagement*

**MEMBERS**

Ms. Katherine Antwi Green  
*Institutional Equity*

Ms. Leslie Blair  
*Community and External Relations*

Dr. Aileen Bumphus  
*Academic Diversity Initiatives and Student Engagement*

Ms. Kim Carmichael  
*University Interscholastic League*

Dr. Robiaun Charles  
*Development*

Dr. Eric Dieter  
*Academic Diversity Initiatives and Student Engagement*

Dr. Suchitra Gururaj  
*Academic Diversity Initiatives and Student Engagement*

Mr. Simon Hughes  
*Information Technology Services*

Dr. Jennifer Maedgen  
*Equity and Access and Chief of Staff*

Dr. Octavio Martinez  
*Hogg Foundation for Mental Health*

Dr. Ryan A. Miller  
*Academic Diversity Initiatives and Student Engagement*

Mr. Jason Molin  
*Community and External Relations*

Dr. Leonard Moore  
*Academic Diversity Initiatives and Student Engagement*

Mr. Patrick Patterson  
*Academic Diversity Initiatives and Student Engagement*

Ms. Ixchel Rosal  
*Student Diversity Initiatives*

Ms. Erica Sáenz  
*Community and External Relations*

Dr. Stella Smith  
*Academic Diversity Initiatives and Student Engagement*

Dr. Betty Jeanne Taylor  
*Strategic Initiatives*

2015–16 Implementation Committee

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*Assistant Vice President and Executive Director, Longhorn Center for Community Engagement and Community Engagement Center*

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*Director, Office for Inclusion and Equity*

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*Vice President for Diversity and Community Engagement*

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Ms. Tatiana Calliham  
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Ms. Ixchel Rosal  
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Dr. Stella Smith  
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Ms. Helen Wormington  
*Office of the Vice President*
STRATEGIC GOALS from the DDCE Strategic Plan 2011–2016

CAMPUS CULTURE
Advance efforts to create an inclusive, accessible, and welcoming culture on campus.

COMMUNITY ENGAGEMENT
Cultivate mutually beneficial community-university partnerships that further the mission of the university to serve Texas and beyond with an emphasis on historically and currently underserved communities.

EDUCATION PIPELINE
Create a successful pathway for first-generation and underrepresented students as they progress from pre-K through graduate and professional school.

RESEARCH & BEST PRACTICES
Serve as a national model for the creation of knowledge about and best practices for diversity and community engagement through innovative scholarship, teaching, policy development, programs, and services.

For More Information

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ONLINE: Access all DDCE Strategic Plan documents at http://ddce.utexas.edu/2016

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