

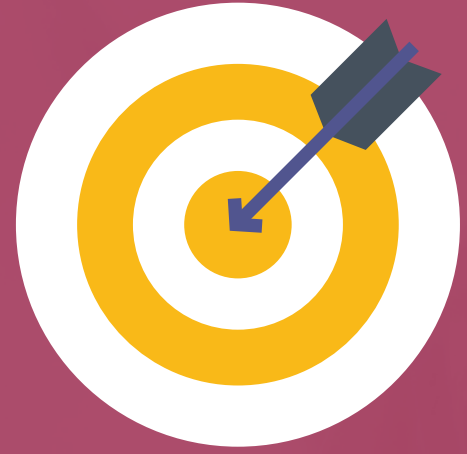


Dominique Jordan Turner
Chief Diversity Officer + Vice President,
Institutional Diversity, Equity and Inclusion

OFFICE OF INSTITUTIONAL DIVERSITY, EQUITY, AND INCLUSION



LOYOLA
UNIVERSITY CHICAGO



Start with Why...

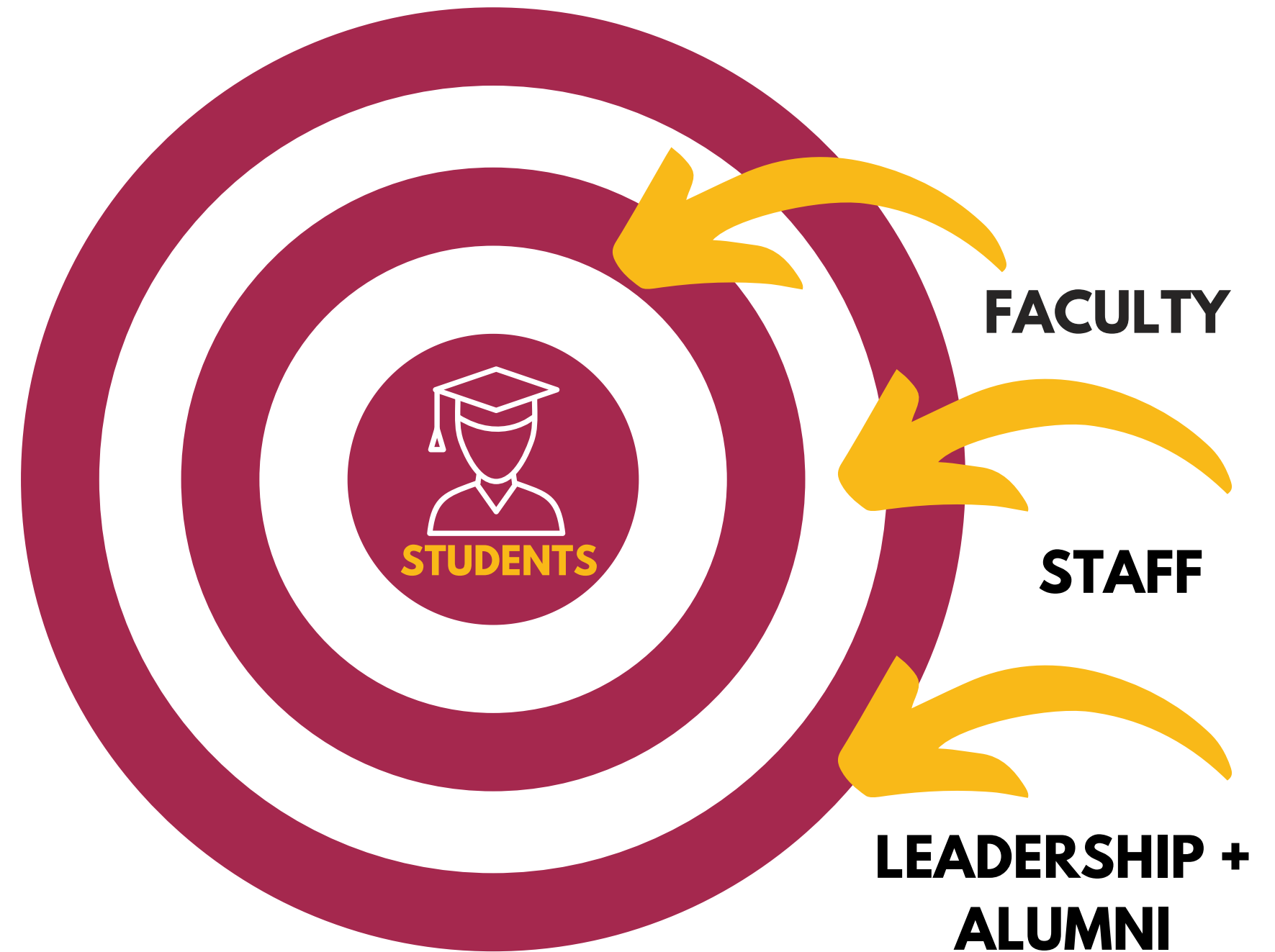
- Moral + Business Imperative
- The world is rapidly changing
- The "Demographic Cliff" is real
 - Shrinking pool of college aged students
- Decline in college enrollment at institutions across the country
- Experience + outcomes of students, faculty and staff vary greatly by those who hold marginalized identities
 - Financial + Reputational Impact

A background image showing a group of diverse young women sitting together and laughing. The image is partially obscured by a semi-transparent red overlay on the left side.

***We
Belong***

Our Focus

While students are at the center of our university mission, the Office of IDEI will focus on building capacity of those who support students.



EQUITY



DIVERSITY

INCLUSION



**We
Belong**





Vision Statement

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





Mission Statement

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

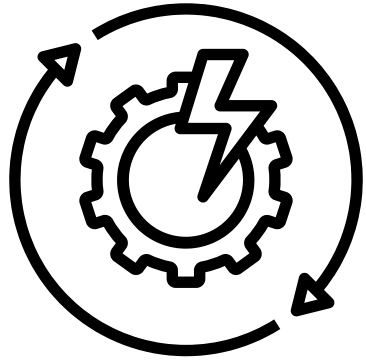




READI

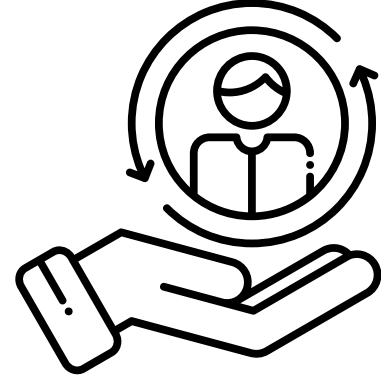
*Racial Justice, Equity, Anti-Racism,
Diversity and Inclusive Excellence*

Strategic Priorities



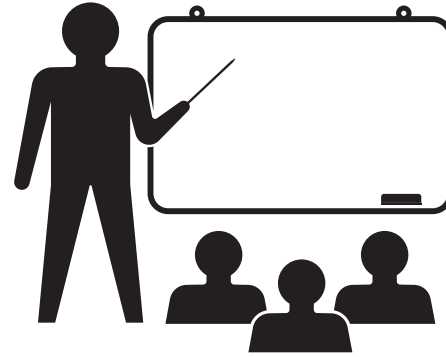
Institutional Structures + Systems Change

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



Culture + Climate

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



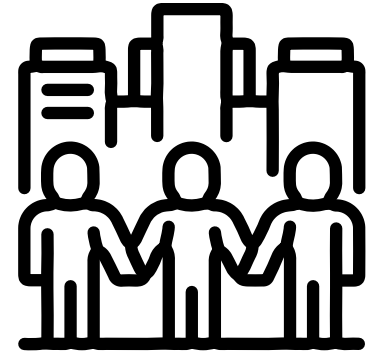
Learning + Development

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



Recruitment + Retention

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



Scholarship + Teaching

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

This work belongs to all of us.

What is Ours to do?

Institutional

What is Yours to do?

Departmental

What is yours to do?

Individual

**We
Belong**



*Institutional Change Begins
With **Individual Action***

***We
Belong***



Connect with Us



@LoyolaDiversity



LUC.edu/diversityandinclusion



institutionaldiversity@luc.edu