Mission, Vision and Strategic Priorities
DIVERSITY
EQUITY
INCLUSION
Roundtable Discussions

- Disability + Accessibility
- Race + Ethnicity
- Gender
- LGBTQIA+
- Religion
- Diversity in the Classroom

*12 Virtual Sessions Held | 255 Total Participants (Students, Staff and Faculty)
SNAPSHOT: What We've Seen & Heard

• Many are attracted to our social justice mission. Given that, there is a great level of commitment to DEI and Mission in pockets all across the university
• The spirit of collaboration and eagerness to have impact is present. Many are looking for an institutional plan
• There is a demonstrated commitment to DEI efforts by the university (e.g. Institute for Racial Justice, Arrupe, Office of IDEI, etc.)
• Loyola has recruited our most racially diverse student class yet. We are significantly outpacing our peers
• Of the 84 new faculty members Loyola hired this past cycle, 47 percent identified as people of color and 29 percent came from underrepresented racial groups.
SNAPSHOT: What We've Seen & Heard

challenges

• Not everyone is experiencing the culture of Loyola in the same way. Identity shapes your experience.
• Graduation rates show that we are not serving our students of color in the same way
• White faculty don't believe that racism exists at Loyola
• There are still questions about the level of seriousness concerning Loyola's commitment to racial equity.
• There is a strong feeling of marginalization (e.g. lack of belonging) by faculty, staff and students of color
• There are significant retention issues with faculty of color. Burnout is also a persistent concern (e.g. minority tax)
• Policies, technology and operational practices create a challenge for many that impact sense of belonging
• Institutional + systemic change is required
Emerging Themes for Action

People

- Learning + Development
- Discussion Forums
- Employee Resource Groups + Communities of Practice

Systems + Structure

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

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.

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.

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

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.
Connecting the Dots for Institutional Impact

- Care for the Whole Person
- Extraordinary Academics + Research
- Community Centered Engagement
- Global Connections and Partnerships
- Operational Excellence
- Care for Our World

University Strategic Plan

Office of Institutional Diversity, Equity & Inclusion Strategic Plan

Department + Unit Strategic Plan

We Belong
Ways to Connect

- COURAGEOUS CONVERSATION SERIES
- READI NEWSLETTER
- READI CONNECT VIRTUAL COMMUNITY
- EMPLOYEE RESOURCE GROUPS
- SOCIAL MEDIA
Strategic Questions for Faculty

- How does the work of Institutional Diversity, Equity and Inclusion intersect with your role as faculty?

- What can you do to create a sense of belonging for students? for colleagues?

- Are there actions, projects, policies or procedures that faculty members should consider to activate any of the 5 Strategic Priorities?

- What do you need from our team to feel supported and to move the needle on any of the articulated strategic priorities?

- What is the risk of doing nothing?
Thank you!