WHAT WE BELIEVE - DIVERSITY STATEMENT

- Loyola University Chicago’s Jesuit Catholic Heritage is founded in equality much like the relationship of God with each and every one of us, of love, care, and oneness.

- Our commitment to diversity comes from Ignatius himself and the Jesuit belief that God is to be found in the “other,” — in the person, the place, the culture, the context and the human experience that differs from one’s own.

- The end goal of diversity on our campuses is not simply a representation of the beauty of “otherness,” of diversity. Rather, we recognize a common unity that anchors and enlivens our commitment to inclusion and creates brave spaces for dialogue to happen, through initiatives that educate the masses.
Dimensions of Diversity

DIVERSITY WHEEL DIAGRAM


LOYOLA UNIVERSITY CHICAGO
The Diversity and Inclusion Strategy stems from Loyola’s transformative framework, *Strategic Plan 2020*.

**Institutional Priorities (IP)**

- **IP 1:** Increase Student, Staff, and Faculty Representation  
  (e.g. Race/Gender/Ethnicity, etc. | Arrupe College)

- **IP 2:** Mission Formation for Faculty Development  
  (e.g. Timely Professional Development | Faculty Center for Ignatian Pedagogy)

- **IP 3:** Health Disparities  
  (e.g. Advocacy Initiatives | Parkinson School of Health Sciences and Public Health)

- **IP 4:** Community Engagement  
  (e.g. Loyola-Rogers Park-Edgewater Partnerships)
DIVERSITY, EQUITY AND INCLUSION UNIVERSITY SERVICES

- Office for Diversity and Inclusion
- Office for Equity and Compliance; Title IX
- Surveying, Benchmarking, and Implementing Best Practices
- Diversity and Inclusion Websites
- Core Diversity Curriculum
- Diversity Committees, Centers and School Based Initiatives
- Diverse Student Organizations
  - Race and Ethnicity
  - Gender
  - Religion
  - Disability
  - Sexual Identity
- International and Immigrant Student Support
- Bias Reporting (Ethics Line | Maxient) Wellness Support
- Mentorship Programs
- On-Demand and In-Person Training and Development
- Diversity and Inclusion Events
## EXECUTIVE COUNCIL FOR DIVERSITY AND INCLUSION
### 2019 MEMBERSHIP

<table>
<thead>
<tr>
<th>Position</th>
<th>Representative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Diversity and Inclusion</td>
<td>Executive Director, University Diversity &amp; Inclusion</td>
</tr>
<tr>
<td>Officer (Council Chair)</td>
<td>Assoc. Professor, History/Assistant Provost for Diversity</td>
</tr>
<tr>
<td></td>
<td>Provost Office Representative</td>
</tr>
<tr>
<td></td>
<td>Health Sciences Representative</td>
</tr>
<tr>
<td>Faculty Council Representative</td>
<td>Dean of Students</td>
</tr>
<tr>
<td></td>
<td>Student Financial Aid Representative</td>
</tr>
<tr>
<td></td>
<td>Undergraduate Student Representative</td>
</tr>
<tr>
<td>Staff Council Representative</td>
<td>Student Diversity &amp; Multicultural Affairs Representative</td>
</tr>
<tr>
<td></td>
<td>Jesuit Representative</td>
</tr>
<tr>
<td></td>
<td>Graduate Student Representative</td>
</tr>
<tr>
<td>Student Government Representative</td>
<td>Enrollment Management &amp; Student Success</td>
</tr>
<tr>
<td></td>
<td>President’s Cabinet Representative</td>
</tr>
<tr>
<td></td>
<td>University Marketing &amp; Communication Representative</td>
</tr>
</tbody>
</table>
DIVERSITY AND INCLUSION COUNCIL’S STRATEGIC FRAMEWORK

Executive Council

Representation & Retention
Faculty/Staff/Students

Education & Training

Communication & Awareness

Community Outreach

Events & Activities

Research & Assessment

Faculty Development

Personal Reporting & Support
Bias Response, Wellness, EAP

LOYOLA UNIVERSITY CHICAGO
BUILDING ON THE CURRENT DIVERSITY, EQUITY AND INCLUSION FRAMEWORK

Executive Director (Diversity and Inclusion) ~ Staff Diversity

Loyola University Chicago Chief Diversity and Inclusion Officer

Executive Council on Diversity and Inclusion

Office of Civil Rights (OCR | Title IX/VII)

Mission and Identity

Dean of Students ~ Student Diversity and Multicultural Affairs

Faculty Diversity Enrollment Management Student Retention/Success Schools

Office of The Provost

Regulatory Compliance (Department of Labor EEOC | OFCCP)

Diversity Committees and Centers
Ad Hoc Organizations
Financial Aid
University Senate
University Staff Council
Faculty Council
Student Government
UMC

Financial Aid
University Senate
University Staff Council
Faculty Council
Student Government
UMC

LOYOLA UNIVERSITY CHICAGO
BUILDING A FRAMEWORK THAT AIMS TO:

• Research, develop, launch, and measure University-Wide DEI initiatives to address key priorities

• Break down silos

• Communicate and celebrate the many great activities and initiatives taking place across the University

• Assist with top down AND bottom up communication around DEI

• Be a voice for the communities they represent
LUC: Women Statistics

- Women (Overall): 64.5%
  - Peer: 54.4%
- Women Staff: 60.3%
  - Peer: 58.2%

- Women Faculty: 50.7%
- Women Staff (Minority): 32.6%
  - Peer: 30.5%

LUC: Ethnic Minority Groups

- LUC: 37.7%
  - Peer: 33%
- All Students: 40.2% (Peer: 34.7%)
- New freshmen: 41.4%
  - Peer: 35.1%
- Transfer students: 47.3%
  - Peers: 41.7%
- In 2018, Minorities awarded 33.3% of undergraduate level degrees.
  - Peer: 28.1%
- The percentage of minority faculty increased 78.5% since 2009.
  - Growth: 13.3% to 19.6%
    - Peer: 20.3%
  - Population Total: 191 → 341
DIVERSITY REPRESENTATION AT LOYOLA

Race/Ethnicity Stats (Faculty | Staff | Students)

- Hispanic: 14.6% (Peer: 11.1%)
- Asian: 11.2% (Peer: 9.6%)
- African American: 7.9% (Peer: 8.3%)
- American Indian: .1%
- Asian/Pacific Islander: .3%

- Female/Male **Students**: 66.4% vs 33.6%
- Female/Male **Faculty**: 50.7% vs 49.3%
- Female/Male **Staff**: 60.3% vs 39.7%
KEY PRIORITIES

• Building upon the current DEI framework
• Building community and opportunities for faculty and staff to connect
• Learning and development
• Representation and retention
• Enhanced Communication
• Priority Collaborations
Executive Council on Diversity and Inclusion

- Represent key constituent groups across the Loyola community.
- Provide strategic input and high-level oversight of diversity, equity, and inclusion efforts at Loyola.
- Serve as thought leaders, facilitators, consultants, champions, enablers, and ambassadors.

Diversity, Equity and Inclusion Workgroup

- Represent key constituent groups across the University community.
- Address key challenges and opportunities identified through the climate survey and listening session process.
- Provide hands-on assistance with the research, development, implementation, promotion and measurement of diversity initiatives across the University.

Equity Partners

- Leadership-level representation of key constituent groups across the Loyola community.
- Serve as a DEI champion and ambassador among leaders in the community that they represent.
- Create pipelines for the DEI workgroup to be successful in their efforts.
- Consult and guide DEI workgroup members and initiatives within the community they represent.
BUILDING COMMUNITY FOR FACULTY AND STAFF

- **Priority Initiative:** Faculty and Staff Affinity Groups (name TBD)

- **DEI Workgroup:** Assist with development of framework and launch

- **Equity Partners:** Create pipelines for the DEI workgroup to communicate and promote University Affinity groups to leaders and the broader LUC community
LEARNING AND DEVELOPMENT (L&D)

Priority Initiatives

- Identify L&D needs and implementation models (training)
- Launch of DEI lunch-n-learn
- Launch of DEI recommended reading

DEI Workgroup
University-wide assessment and recommendation of a model for L&D development, promotion and delivery

Equity Partners
Consult and guide DEI workgroup through the assessment process - with a focus on soliciting feedback from the LUC community they represent; identify potential lunch-n-learn speakers and recommended readings
Priority Initiatives
• Provide diversity, inclusion and equity focused support for current hiring initiatives
• Retention assessment

DEI Workgroup
Research and develop recommendations on how the University can learn more about why diverse students, staff, and faculty leave the University; findings will ultimately drive retention strategy

Equity Partners
Consult and guide DEI workgroup through the assessment process - with a focus on soliciting feedback from the LUC community they represent
COMMUNICATION

Priority Initiatives
- Website refresh
- Diversity newsletter
- Ongoing DEI messaging and communication

DEI Workgroup
Assist in promoting workgroup initiatives as well as University-wide DEI news, information, and events

Equity Partners
Assist in collecting and broadly promoting academic opportunities for diverse students (scholarships, fellowships etc.)
PRIORITY COLLABORATIONS

University Marketing and Communications
• Formulate DEI communication strategy
• Identify and Articulate LUC’s DEI brand

Provost’s Office for Academic Diversity
• Engaging LUC Deans
• Identifying and addressing DEI-related issues in the classroom
• DEI workgroup/ Equity Partner participation
• Affinity group initiatives
• Learning and Development Initiatives

Select Hiring Managers
• Identify and address diversity in the recruitment and hiring process

Mission Integration
• Engagement of mission-focused partners such as the Jesuit Scholastic Community, Faculty Center for Ignatian Pedagogy etc.
NEXT STEPS

- Finalize and communicate key priorities and strategies
- Relaunch the Diversity and Inclusion website
- Development of the Diversity, Inclusion and Equity workgroup
- Initiate priority partnership activities
- Distribute the inaugural diversity related newsletter
- Get to work; Keep the momentum!
THANK YOU
### LUC DIVERSITY: 10 YEAR STATISTICS

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Faculty, Staff, and Students</td>
<td>18,854</td>
<td>18,962</td>
<td>19,110</td>
<td>18,968</td>
<td>19,313</td>
<td>19,991</td>
<td>19,827</td>
<td>20,032</td>
<td>318,163</td>
<td>20,559</td>
<td></td>
<td>(9.0%)</td>
</tr>
<tr>
<td>% Point Change</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Summary**

- **Overall, from 2009 to 2018, Loyola’s total population grew 9% as we started with 18,854 members.**
  - The minority cohort initially represented 26.9% of the group but flourished in representation by 13.3% in 2018—reflecting approximately 40% of the population.
  
  - In addition, we see a diverse Freshman class in 2018 as the minority population increased 11.9% over 10 years, yielding a 42.3% reflection in 2018.

- **Regarding gender, women comprise over 60% of the current University population. This reflection is maintained over a 10 year span.**

- **From a workforce perspective, there is work to be done to recruit, retain, and advance faculty and staff minorities as we see modest growth over 10 years resulting in a 5.5% increase at 26%.**
  - Minority staff representation reflects a 5% gain as the workforce grew from 27.6% to 32.6% in 10 years.
  
  - Likewise, recruitment and retention efforts are reflected in the total faculty minority population during the same time period as the cohort grew by 6.3%, initially starting at 13.3%. 

---

**Total Fall Enrolled Students**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minorities</td>
<td>3,752</td>
<td>3,955</td>
<td>4,112</td>
<td>4,392</td>
<td>4,803</td>
<td>4,931</td>
<td>5,236</td>
<td>5,705</td>
<td>5,915</td>
<td>76,509</td>
<td>6,327 (13.3%)</td>
</tr>
<tr>
<td>%</td>
<td>20.9%</td>
<td>27.8%</td>
<td>29.3%</td>
<td>30.7%</td>
<td>32.6%</td>
<td>33.7%</td>
<td>35.7%</td>
<td>38.7%</td>
<td>34.7%</td>
<td>40.2% (13.3%)</td>
<td></td>
</tr>
</tbody>
</table>

**Total Student Minorities (Excludes International Population)**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minorities</td>
<td>25.8%</td>
<td>26.7%</td>
<td>28.0%</td>
<td>29.4%</td>
<td>31.0%</td>
<td>31.8%</td>
<td>33.5%</td>
<td>35.4%</td>
<td>35.8%</td>
<td>37.7% (11.8%)</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>62.5%</td>
<td>62.0%</td>
<td>62.0%</td>
<td>62.1%</td>
<td>62.7%</td>
<td>62.9%</td>
<td>63.0%</td>
<td>64.1%</td>
<td>64.2%</td>
<td>64.5% (2.1%)</td>
<td></td>
</tr>
</tbody>
</table>

**Total Faculty, Staff, and Students Minorities | Women**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minorities</td>
<td>20.5%</td>
<td>21.3%</td>
<td>22.2%</td>
<td>23.1%</td>
<td>23.3%</td>
<td>23.2%</td>
<td>23.8%</td>
<td>24.4%</td>
<td>24.5%</td>
<td>26.5%</td>
<td>26.0% (5.5%)</td>
</tr>
<tr>
<td>Women</td>
<td>65.8%</td>
<td>67.0%</td>
<td>67.2%</td>
<td>67.6%</td>
<td>68.0%</td>
<td>68.2%</td>
<td>68.7%</td>
<td>69.3%</td>
<td>69.4%</td>
<td>70.0% (3.5%)</td>
<td></td>
</tr>
</tbody>
</table>

**Total Faculty & Staff Minorities**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minorities</td>
<td>27.6%</td>
<td>28.6%</td>
<td>29.2%</td>
<td>29.8%</td>
<td>30.5%</td>
<td>31.0%</td>
<td>31.2%</td>
<td>31.1%</td>
<td>30.5%</td>
<td>32.6% (5.0%)</td>
<td></td>
</tr>
</tbody>
</table>

**Total Staff Minorities**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minorities</td>
<td>13.3%</td>
<td>13.9%</td>
<td>14.8%</td>
<td>15.3%</td>
<td>15.4%</td>
<td>15.6%</td>
<td>15.9%</td>
<td>17.0%</td>
<td>17.6%</td>
<td>20.3%</td>
<td>19.6% (6.3%)</td>
</tr>
</tbody>
</table>

---