Becoming Who We Are
The Future of Diversity, Equity and Inclusion at Loyola
Becoming Who We Are

Create A Culture of Belonging + Connectedness for all

Align Our Daily Practices with our Social Justice Mission

Activate our Jesuit Values into Observable Behavior + Practices, Policies and Systems Change
Starting with Why

It's important to explore a larger context + articulate compelling reasons why this work matters before jumping into tactics and strategies of DEI.
Diversity, Equity and Inclusion Work = Mission Work

Preparing people to lead extraordinary lives

- People for and with others; in service of humanity
- Seeing + Seeking God (Goodness, Truth, Humanity, Love) in all things
- Care for the Whole Individual; Cura Personalis
- Striving for Excellence in all Things; Magis
- Contemplatives in Action
- Faith (in God, Goodness, Humanity, Education, Truth) that does Justice
Preparing for a Changing World

U.S Census Changes
The U.S. Census Bureau let respondents check more than one race for the first time in 2000, and 6.8 million people did so. By 2010 that figure had increased to nearly 9 million, a spike of about 32%.

Generation Z Traits
- **Globally Minded**: Gen Z is the most racially and ethnically diverse generation yet, with almost half (48%) being from communities of color
- **Activists**: Gen Z stands up for what they believe in - and believe that brands need to do the same.
- **Challenger of Conventions**: Gen Z does not believe in a binary world - instead challenging conventional definitions and fluidly trying out new elements of their identity as the evolve and grow.
Shrinking Pool of College Age Students

**Demographic Cliff:** an expected sharp fall-off in enrollments for traditional college-age students beginning in 2025, resulting from a decline in birth rates that began with the financial crisis and recession of 2008

*The data shows that Black + Brown populations are increasing*
A Race for Talent

Faculty + Staff Requirement: if you want a workplace where you attract people who stay, you have to pay attention to diversity and inclusion.

Student Requirement: it’s important for students to see DEI as a priority at their college or university. For instance, it’s been shown that a focus on DEI in faculty recruitment can impact student outcomes at an institution. Diversity on campus improves cultural awareness and critical thinking.
What will be the work?

What will be the area of focus and key priorities for the Office of Institutional Diversity, Equity and Inclusion?
While students are at the center of our university mission, the Office of IDEI will focus on building capacity of those who support students.
RECRUITING + 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.

CAMPUS + 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.

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.

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.
The goal is to create a culture of belonging.
Diversity work is EVERYONE's work.