**GOAL 5**
Build a diverse and inclusive UCCS educational community to advance learning and scholarship for a changing world.

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<tr>
<th>Selected Actions</th>
<th>Selected Outcomes</th>
<th>Responsible Area</th>
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| 1. Strengthen relationships with students, schools, families, and communities to foster a college-going mindset among diverse populations and to expand K-20 pipelines for broad-based participation in higher education. | • The diversity of the undergraduate and graduate student population will show continued progress relative to the demographics of Colorado with an annual evaluation of recruitment and outreach.  
• Annual increase in the number of diverse students coming to UCCS through outreach programs such as the Gomez Scholars, CU Opportunity, and Precollegiate including the development of programs in the Lower Arkansas Valley and with the Ute Nations.  
• By 2020 the Leadership Team will determine the institutional commitments, timing and value of becoming designated a Hispanic Serving Institution. | SS               |
| 2. Provide focused support centers with appropriate funding for approved goals to build the capacity of diverse students, (including students of color, multiracial, LGBT, international, military, students with disabilities and others) and to engage with academic programs and student success offices | • Retention, persistence and graduation rates for diverse student populations will match the UCCS student population by 2020.  
• 40% increase in utilization of MOSAIC, LGBT Resource Center, Disability Office, International Services and Programs Office, and Veterans Affairs.  
• Retention and graduation rates for students using focused support centers will exceed that of the UCCS student body in general. | SS               |
| 3. Cultivate diverse staff and faculty, support their advancement at all levels, and develop an inclusive and respectful work | • The diversity of full-time teaching faculty and staff will reflect the emerging demographics of the Colorado.  
• Colleges and divisions will have developed annually updated diversity | AA, SS          |

**Key**

<table>
<thead>
<tr>
<th>AA = Academic Affairs</th>
<th>SS = Student Success</th>
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<tbody>
<tr>
<td>AF = Administration and Finance</td>
<td>AD = Advancement</td>
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<td>CH = Chancellor’s Office</td>
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<tr>
<td>Environment for every employee, regardless of position (Academic Affairs, Administration and Finance).</td>
<td>Recruitment plans for faculty and staff that address patterns of underrepresentation by unit and job classification.</td>
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<tr>
<td>• Robust representation of women and minorities in leadership and executive roles across campus.</td>
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<td>• Diversity Champions will have played an active role in all faculty and professional searches with strong programs of training, support and accountability for search committees.</td>
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<td>• Faculty and staff surveys will show that UCCS is considered an inclusive and safe university.</td>
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<td>• Retention rates for underrepresented staff and faculty will match overall retention rates.</td>
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4. Improve methods of teaching, learning, and scholarship to advance inclusiveness and to prepare students, faculty, staff, and community members for both local and global multicultural realities (Academic Affairs) |

• Departments and colleges will have regularly reviewed instructional approaches, curricula, and learning outcomes to advance cultural responsiveness and inclusiveness. |

• By 2015, departments and units will have published mission statements that address diversity and inclusiveness. |

• Faculty from every department will have participated in programs such as The Knapsack Institute, CRTLC and college-specific programs to develop cultural responsiveness in teaching and inclusive curricula. |

• Students will report inclusion of diverse perspectives in class discussions and writing assignments at levels surpassing UCCS peer institutions (NSSE). |

• An academic center will have been established to promote multidisciplinary research and instruction integrating global and multicultural education |

• AA
Goal 5 Comments

1. #1 - Looking at K-20 part of action. Grade School focus open house feature popular for young students would be a great way to engage future UCCS students.
2. As we increase the number of students we serve, particularly students who are unprepared for the college courses, we need to focus on means for supporting these students both inside the classroom and outside of the classroom. Student academic support should be a priority!
3. It is quite necessary to have a diverse and inclusive campus
4. Maybe expose more students to foreign languages
5. More professors who are not white and are excellent
6. I have a Vietnamese MLS student right now. Where can I direct him to someone who could help him get a scholarship? Promote this person or department more. Is it a part of financial aid.
7. Very important inclusiveness
8. Increase relationships with the Family Development Center throughout campus. For student, staff, faculty with children, our role is essential.
9. Build a better facility for the Family Development Center. Our current facility does not meet the requirements of the NAEYC.
10. We need to recruit and hire more diverse faculty and staff especially at the upper levels of the university.
11. I agree as long as everyone is includes. Not just minorities.
12. Should be Pre-collegiate Program
13. Great goal for 5
14. Include the FDC in protecting the teachers that need to walk to their cars during the dark season- in the neighborhood to park.
15. #5 this defines diverse to me! Should be on top.
16. Advancement opportunities at the FDC would be beneficial to improve teacher retention. Teachers find it hard to want to stay when there is no current hope for raises or promotions.
17. Fantastic! Thank you for your hard work. Would you consider adding an action statement concerning social responsibility or social sustainability?
18. I think diversity should also include more opportunities to staff without traditional education necessary but do have comparable experiences.
19. Good goal, but this feels like a “goes without saying” goal. If we need to devote time and money to this specifically, we have an institution-wide problem. I don't feel that this in an issue at the time.
20. Need more graduate student assistantships. For more programs @ other institutions these are required. @ UCCS the grad students, in the SAHE program at least want the experience, but have to push to find a position @ this university to gain the grad. Experience they need. Lack of these jobs, pushed them to work @ other universities which makes them not want to work here ever.
21. How is LGBT worthy of a measure the is singled out to them? Shouldn't each group have equal action for diversity goals? Disabled students (physical) could also really use some assistance.
22. Even the college students have differing learning styles and learning disabilities. Staff professors who have been at UCCS for many years must be willing to reach out to their struggling students to help them succeed, and if a student is asking the dean and chancellor for help - help the student and not the professor.

23. I think retention will be huge if these kids start graduating at a rate higher than the general student body.

24. In promoting the Special ED program at UCCS - look at the possibility of adding on to FDC, providing a small Lab school for students with children that have special needs.

25. Create an outreach counselor position with the financial aid office to ensure part of the college – going to mindset is affordability.

26. Strong actions and measurable outcomes. First generation students should continue to be supported throughout college experience to support diversity.

27. It is always smart to foster relationships.

28. Expand the International department. More help for students so the process is not so overwhelming. More students would consider coming instead of going to other schools. Get volunteers to help new international students.

29. I like actions if we can accomplish this I believe that we'll have outcomes that go far beyond those that are listed.

30. Like the focus on student retention for diverse student groups. Not sure we need more centers but Anthony needs more resources.

31. Support centers and programs = good. Focus on retention and graduation rates = good. Inclusiveness and respectful work environment = good. Multi-disciplinary approach is exciting!!

32. Space and staffing are key in making this happen. Need a measurable that has to do with increasing resources.

33. Need an online program.

34. #2 Participate in as many LGBT parades as you can. Enter a UCCS float/group in the Denver Pride Parade.

35. Should reach out to more local high schools to provide “early college” opportunities to more high school students. Need to empower staff/faculty to recruit students from the community.

36. I fully support all efforts to increase diversity at UCCS - so much of it stands K-12, but whatever we can do is great.

37. Great! Create a research agenda around the best ways to retain and attract under-represented populations. Need to inform practice in working w/ these populations.

38. We need to make sure that we admit qualified students.

39. Having bi-racial children and knowing their friends (black, white, Hispanic, multiracial) I always hear the comment that they don't see many of “their own” on campus thus feeling “left” out. I am wondering if there are more ways to get those “kids” involved feeling more at home, especially those who just come to school but have a support system outside of school.
40. Create an Early Childhood Teaching Degree. With existing high quality. Accredited FDC already on campus we can external to lab schools (on site)- maybe Early Childhood Degree through the 3rd grade.

41. The establishment of the MOSAIC office has been a great success. The next evolution is creating focused support centers as we grow. It is also important to continue to support the recruitment and retention of diverse faculty and staff.

42. Purpose: further acceptance of diverse “peoples” by non-diverse “people”. Encourage the diverse groups to participate in all events w/o self-identifying thus increasing involvement/participation. In the end the non-diverse cannot help but recognize the involvement of all, thus losing the diverse/non diverse distinction => true acceptance/assimilation.

43. Where is REAL inclusiveness? This place ought to be closed down for its hypocrisy, if not for its halfhearted adherence to ADA principles. Diversity?? Yes, it looks a lot like diversity to fill the place with darker skin colors, but UCCS gives little thought to the partially handicapped. Ramps for wheelchairs and braille signage for the blind and a required number of handicapped parking spaces don’t help older people with joint issues. Furniture so low to the floor a person with bad knees can’t use is a great waste of money. If you expect alumni to donate to UCCS you need to accommodate the ones who are gaining and not getting around easily. How can anyone feel connected and supportive of a place that ignores their comfort and convenience.