

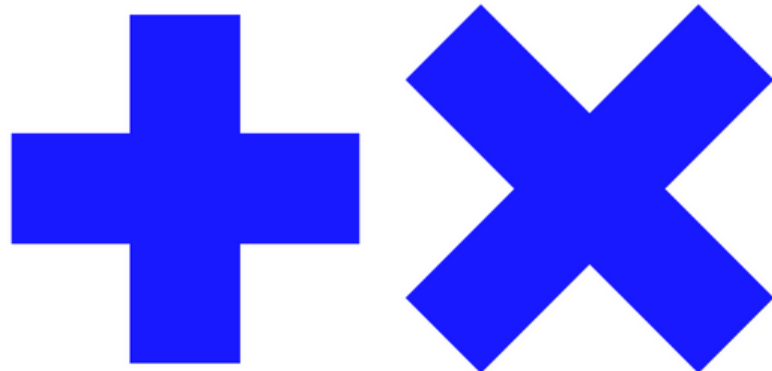


More

**Inclusion, Diversity, Equity,
Accessibility, and Social Justice
(I.D.E.A.S.),**

Greater Ignatian Belonging

Year 1: 2023-2024





Understanding



IGNATIAN BELONGING

At Xavier, we approach diversity and inclusion with compassion and innovation seeking to lead the charge in inclusion, diversity, equity, accessibility, and social justice (I.D.E.A.S.). We're a culture of caring and support that extends beyond the individual, and encompasses the community as a whole. The spirit of our Catholic and Jesuit heritage inspires us to create a unique sense of belonging, one that goes beyond the surface level and drives us to leave a legacy of impact. Our unique positionality inspires us to expand and deepen our application of I.D.E.A.S. as we reconcile historical injustices, building bridges towards our hope filled future, and advance God's efforts to gather all persons into a community of belonging.

We call this **Ignatian Belonging** - Xavier's unique culture of radical care around I.D.E.A.S. that is woven into every aspect of campus life. In every aspect of our daily lives, we aim to cultivate a culture of campus hospitality where everyone may encounter God. Through Ignatian Belonging, we will develop community members who are equipped to address the societal imbalances of injustice with faith, hope, justice, equality, equity, and belonging.

More I.D.E.A.S., Greater Ignatian Belonging 2023 - 2031 Strategic Plan

YEAR 1: Overview of Initiatives

TIMELINE: July 1 – June 30

INCLUSION	<ul style="list-style-type: none"> • Improving diverse student retention, persistence, and graduation • Improving diverse faculty and staff recruitment and retention • Enhancing diverse pre-orientation and transition programs with focus on academic preparation and connections with Xavier academic community • Increased leadership trainings, workshops, and touchpoints
DIVERSITY	<ul style="list-style-type: none"> • Launching institutional Diversity Inventory • Enhancing Bias Support process • HBCU Impact Program: Institutional Self-Study Report • Expanding Affinity Group Support • Increasing campus training, diversity dialogues, and cultural competency certifications
EQUITY	<ul style="list-style-type: none"> • Reimagining Equity Advisor program • Launching inaugural institutional Diversity Symposium • Launching institutional Campus Climate Survey • Improving accessibility procurement processes
ACCESSIBILITY	<ul style="list-style-type: none"> • Creating VPAT software repository • Implementing accessibility event checklist • Updating Digital Accessibility Policy
SOCIAL JUSTICE	<ul style="list-style-type: none"> • Strengthening partnership with Mission and Identity • Ignatian Belonging Video Project • Xavier in Ghana • Improving community connections • Reconciliation with historically marginalized communities



More I.D.E.A.S., Greater Ignatian Belonging 2023 - 2024

Institutional Goals: Inclusion

Inclusion

Intentional, everyday actions by every member of the Xavier community to create a campus environment where every individual feels welcomed, respected, supported, and valued to participate as their full authentic self.

2023-24 Institutional Goals

1

Diverse Faculty Retention



- Partner with strategic operations, marketing, and Office of the Provost to increase diverse representation in institutional awards of distinction.
- Assess AFFIRM mentoring program with focus on improving experience, mentors, and mentor guide.
- Collaborate with Center for Teaching Excellence (CTE) to improve Diversity & Inclusion Teaching Academy (DITA) and develop a framework for inclusive pedagogy strategic plan.
- Incorporate Faculty D&I Advisory Board into governance structure and encourage open dialogue with Provost leadership team.

2

Diverse Staff Retention



- Partner with strategic operations, marketing, and human resources to increase diverse representation in institutional awards of distinction.
- Improve reporting and educational support of bias and non-inclusive concerns.
- Incorporate Staff D&I Advisory Board into governance structure and support more dialogue with diverse staff representatives and institutional leadership.
- Explore sponsorship of staff leadership development program.

3

First-Year Experiences



- Implement academic readiness curriculum into diverse pre-orientation programs
- Partner with Provost, Student Affairs, and Student Success to review barriers to first-generation, student of color, and Pell-eligible student success measured as retention, persistence, and graduation (4 & 6-year).
- Hire Faculty Liaison in Center for Diversity & Inclusion focused on developing academic partnerships, programming, and events for targeted student populations
- Improve accessibility support for first-year students with more parent and student programming during pre-orientation events.



More I.D.E.A.S., Greater Ignatian Belonging 2023 - 2024

Institutional Goals: Diversity

Diversity

The complexity of personal experiences, values, and worldviews that arise from differences and intersections of culture and circumstances which we each bring into the Xavier community. Such differences and intersections include race, sex, ethnicity, age, religion, ability, disability, sexual orientation, gender identity, socioeconomic, veteran, education, geographic region, and other factors shaping our unique identities.

2023-24 Institutional Goals

1 Diverse XU: Data & Inventory



- Partners with institutional research and campus partners to create culture of data informed decision-making
- Develop Diversity Inventory with all campus D&I initiatives in partnership with marketing.
- Improve retention tracking of students supported by CDI and ADR, specifically through pre-orientation programs such as Smooth Transitions and X-Path.

2 Diverse Support & Infrastructure



- Support continued evolution of bias and inclusion support reporting through Human Resources and Student Affairs.
- Implement new grievance support process through conduct reporting system in partnership with Student Affairs
- Complete Historically Underserved Students Institutional Readiness self assessment in partnership with Academic Affairs & HBCU partners.

3 Diverse Culture



- Expand Affinity Resource groups to include International and Black Faculty support groups.
- Implement new trainings and workshops to expand professional development opportunities for students, faculty, staff, and administrators.
- Develop partnership with college D&I committees to broaden institutional D&I programming and increase cross-divisional programming, activities, and support.



More I.D.E.A.S., Greater Ignatian Belonging 2023 - 2024

Institutional Goals: Equity

Equity

Creating a barrier-free and bias free environment which promotes equal access, fair treatment, and opportunity for all to participate and authentically contribute to the Xavier University community.

2023-24 Institutional Goals

1 Equity Advisory Program Revamp



- Conduct survey of current institutional Equity Advisors and Search Committee Chairs.
- Design and implement new 'Annual Updates and New Best Practices' workshop for current Equity Advisor's.
- Recruit new Equity Advisors.
- Develop new Equity Advisor training for EA's recruited in 2023 & beyond
- Updating EA practices and processes.
- Honoring Equity Advisors during end of year award ceremony.

2 Climate Survey



- Partner with national firm to launch institutional climate survey.
- Develop questions specific to the mission and values of Xavier, including Ignatian Belonging.
- Launch annual Diversity Symposium to assess institutional climate and share institutional resources, research, and activities focused on improving climate of inclusion and belonging.

3 Equity Policies & Training



- Expand opportunities for student, faculty, and staff equity training including supporting accessibility and universal design for learning.
- Reviewing institutional policies and practices to ensure equitable application and barrier-free environments are created throughout the XU community.



More I.D.E.A.S., Greater Ignatian Belonging 2023 - 2024

Institutional Goals: Accessibility

Accessibility

Designing a digital and physical XU campus community where persons with diverse abilities have the opportunity to engage, enjoy, and acquire the same experience.

2023-24 Institutional Goals

1 Accessible Environments



- Developing and implementing an Accessibility Procurement Audit process and VPAT repository.
- Serving on the Campus Planning Task Force.
- Partnering with facilities to increase usage of campus resources to support knowledge and community engagement on issues impacting facilities and accessibility.
- Training faculty on understanding accommodations and how to support students with disabilities.

2 Accessible Policies



- Updating digital accessibility policy, checklist, and training in partnership with IT.
- Annual review of accessibility policies, processes, and practices.
- Increasing professional development opportunities for staff interpreting and implementing reasonable accommodations.

3 Accessible Programs & Events



- Increase institutional programming and events including Access XU New Student Orientation and study abroad opportunities for students with disabilities.
- Develop Accessibility Event Checklist for university wide implementation for all stakeholder events, programs, and activities.



More I.D.E.A.S., Greater Ignatian Belonging 2023 - 2024

Institutional Goals: Social Justice

Social Justice

Recognizing the human dignity of all creation, equality of all people with differences in abilities, and solidarity of all humankind.

2023-24 Institutional Goals

1 Institutional Mission & Diversity



- Enhancing partnership with Mission & Identity.
- Developing “The Daily Exam for Ignatian Belonging”.
- Reviewing and updating (if applicable) “The Daily Examen for Diversity”.
- Updating diversity resources on Jesuit Resources.org.
- Serving as leader on inaugural AJCU CDO Conference & Group.
- Working with colleagues to relaunch AJCU Diversity Officer network.

2 Ignatian Belonging



- Launching 2023 + Beyond “More I.D.E.A.S, Greater Ignatian Belonging” Strategic Plan.
- Incorporating Ignatian Belonging into campus wide trainings, policies, and practices.
- Developing “Ignatian Belonging” video campaign in partnership with campus colleagues including Mission & Identity.

3 Community Partnerships



- HBCU Partnership.
- Xavier in Ghana Study Abroad.
- Launching one community partnership with local business and high schools: 2023-2024 partnership with Cincinnati Chamber of Commerce “You are a Leader” program with 250 diverse high school students traveling to Xavier’s campus in February.
- Collaborations with community leaders such as Learning Through Art, Inc. and the American Jewish Committee on trainings, workshops, and events.



More I.D.E.A.S., Greater Ignatian Belonging 2023 - 2031 Strategic Plan

YEAR 2: Overview of Initiatives

TIMELINE: July 1 – June 30

INCLUSION	<ul style="list-style-type: none"> • Improving diverse student retention, persistence, and graduation • Improving diverse faculty and staff retention • Developing staff leadership mentoring program • Developing community partnerships with local schools to include more neighbors into our programming.
DIVERSITY	<ul style="list-style-type: none"> • Increasing partnerships with enrollment management. • Improving retention initiatives focused on diverse staff and faculty retention such as Affirm mentoring and recruitment strategies, • Increasing campus training, diversity dialogues, and cultural competency certifications
EQUITY	<ul style="list-style-type: none"> • Implementing policies and practices which promote equitable environments and culture such as inclusive reviews, advancement and leadership. • Supporting review of equity policies and practices.
ACCESSIBILITY	<ul style="list-style-type: none"> • Increase use of accessibility programming guide. • Reviewing accommodation processes and procedures. • Supporting inclusive campus master planning process.
SOCIAL JUSTICE	<ul style="list-style-type: none"> • Partner with campus colleagues to amplify diverse voices across campus. • Reconciliation with historically marginalized communities. • Transparency in our commitment to issues of social justice

