

## INSTITUTIONAL STATEMENT

Concordia University, St. Paul has a long-standing commitment to supporting diversity within its academic community and embracing the multicultural urban environment that surrounds us. This commitment is rooted in our ethos as a Christ-centered university. St. John writes: “We love because he first loved us” (1 John. 4:19). In that spirit, we welcome all.

We recognize that living out this commitment is a perpetual, intentional, and holistic process. Leaders at all levels of the academic community, beginning with the Board of Regents, President, and administrators, steward this process throughout the university. We further recognize that we will never “arrive” in our effort to live out our commitment to diversity. Nevertheless, we embrace the opportunities we have within this university community to learn from, grow alongside, disagree with, and cherish each other amidst our differences.

We believe that our mission “to prepare students for thoughtful and informed living, dedicated service to God and humanity, and the enlightened care of God’s creation, all within the context of the Christian Gospel,” enhances the university’s capacity to engage diversity. Because of our strong commitment to the Christian Gospel and the Bible as the inspired Word of God, we believe God’s love for all of us in Christ provides an ideal context for living with and loving each other. We invite all university stakeholders—regents, faculty, staff, students, alumni, supporters, friends, and community partners—to participate in healthy diversity conversations, which occur within this Christian context and see what great things can happen when love for God and love for each other intersect.

This Diversity Plan portrays our reality, paints a picture of our aspirations, and identifies the gaps that exist in our journey to be the kind of university we want to be from the perspective of diversity. As such, it is a living document that we will review annually so it will both shape Concordia and be shaped by Concordia for many years to come.

## PURPOSE OF THE DIVERSITY PLAN

The Diversity Plan of Concordia University, St. Paul, an institution of the Concordia University System of The Lutheran Church – Missouri Synod, articulates a plan for a clear, integrated, strategic, university-wide approach to our inclusion and diversity efforts. The plan challenges the university to fulfill its promise of creating a dynamic and engaging environment in our multicultural, urban and technology-rich setting. It is a living document that will change to reflect the growth of the university. Moreover, the plan is this community’s effort to acknowledge, celebrate, and claim our beliefs that differences are assets to what the university is, and that diversity provides immeasurable benefits to us as individuals and as a collective academic community. It enhances and embodies the mission, vision, and promises of the university. Diversity is an important part of our history, our present, and our future.

Concordia University, St. Paul affirms that God has created all people in His image and has offered salvation to all in Jesus Christ. We welcome and desire to serve all students and empower them to achieve their academic and career goals. It is our responsibility as a university of The Lutheran Church—Missouri Synod to create an academic culture that respects, values, and celebrates diversity. As such, CSP celebrates and embraces the rich dimensions of unique gifts, talents and abilities God has given to each member of the Concordia community. CSP is proud to be one of the most diverse private universities in the state, and our goal is to ensure success for all students.

## SCOPE OF THE DIVERSITY PLAN

Concordia University encompasses staff, faculty, administrators, and students that are local and global, face-to-face, hybrid and online, undergraduate, graduate and those seeking certificates. The Diversity Plan seeks to support and be relevant to all of these populations—lifting up and enhancing the work and learning environment for each and every member of the Concordia University community. It is our expectation that all faculty create and deliver a curriculum that reflects our student population, use instructional strategies that welcome and affirm all members of our student community, and that all staff exhibit a welcoming and success oriented work environment.

The word, “campus” has a variety of definitions and connotations. The traditional understanding of “campus” defines it as an area of land where a university has its buildings and facilities. This definition of “campus” most often references our traditional undergraduate student populations who attend face-to-face classes in St. Paul. The initial scope of the plan begins by placing emphasis on this student’s experience at Concordia University. Initially it seeks to create a supportive and respectful environment for the populations that are studying and living within the walls of the traditional campus. However, we understand that Concordia University is not only defined by the traditional campus experience.

## GOALS | OBJECTIVES | STRATEGIES

### Goal 1: Retention and Graduation Rates for Diverse Students

*Objective 1:* Increase the completion rate by 10 percent for students from diverse populations to graduate.

*Objective 2:* Monitor and assess retention strategies to increase persistence for underrepresented students to graduate.

### Goal 2: Recruitment and Development of Staff and Faculty

*Objective 1:* Continuously develop diversity and equity training to increase the knowledge, awareness, and skills for strengthening faculty and staff in their work with our diverse community of learners.

*Objective 2:* Increase recruitment and retention of underrepresented faculty, staff and community partners at all levels of the university by 10 percent.

### Goal 3: Strengthen Curriculum and Instruction

*Objective 1:* Strengthen faculty and staff's ability to enact culturally responsive pedagogies.

*Objective 2:* Support and encourage faculty to integrate the Curriculum Internationalization Objectives, developed in consultation with faculty by the Office of International Student Services, in order to meet the cultural, intercultural, and curricular dimensions and perspectives in their course offerings.

### Goal 4: Campus Climate

*Objective 1:* Review campus spaces that are reflective of our welcoming, academically excellent and culturally rich environment.

*Objective 2:* Provide ongoing support in leading the university community in supporting our welcoming and culturally rich environment.

## ASSESSMENT AND REPORTING

### A. Assessment

As part of the five-year plan, we will track various metrics that represent important factors in assessing progress toward our goals. In the near-term, we will track our progress on plan-related action steps such as implementation and participation in programs, development of partnerships and resources, and increased awareness. Longer-term measures not only will include trends in the demographic composition of our campus over time, but also will take into account shifts in climate, faculty/staff/student intercultural competencies, and curriculum changes.

Sample Categories for Assessment:

Goal Area Key Performance Indicators

Demographic diversity of:

1. Faculty/staff/partners
2. Students – retention and completion rates

Intercultural Effectiveness Scale (IES)

for Faculty/Staff/Students

Curriculum Integration Review

### B. Reporting

The diversity committee will review and assess the reports created by the goals and key performance indicators. The committee consists of the following leaders who have the role and responsibilities associated with the plan goals:

- Executive Vice President and Dean of Diversity
- Director of Diversity Center
- Staff/alumni
- Faculty Development Director
- Student Representative
- Vice President for Enrollment Management
- Human Resource Director
- Campus Pastor

#### Reporting Plan

- Yearly Review
- Evaluate progress of the five-year plan