

**UIC Diversity Strategic Thinking
DSTP Committee Activities**

DIVERSITY STRATEGIC THINKING: CONVERSATIONS WITH CAMPUS CONSTITUENCIES

Small groups comprised of two or three DSTP Committee members will meet with various campus constituencies between late March and early May, 2009. These constituencies will include offices, committees, and groups of faculty, staff, and students whose activities are critical to fully integrating diversity into UIC's core Mission and Strategic Plan. These meetings are opportunities to hear the perspectives of these groups on campus diversity issues and subsequently catalogue the activities, concerns, goals and priorities of our campus communities, as well as to identify unique and shared issues across these constituencies.

Meetings will be scheduled by DSTPC Staff and will last approximately one hour. A set of questions to guide the meeting conversations will be distributed in advance for the constituencies to consider. DSTPC members will compile responses to the questions as well as responses to other important issues that arise during the conversations. The information collected will be shared with the DSTP Committee and will be used to develop the campus-level Diversity Strategic Thinking document. Additionally, the information will be shared with colleges and units to inform their Diversity Strategic Thinking activities.

Questions for Constituency Groups (Category 1):

Group Discussion Questions:

- What is the mission and vision of your organization?
- How does diversity intersect with your core mission?
- What is your evaluation of the current state of diversity at UIC?

Questions for which written responses are requested:

- What are the primary activities that you conduct in support of that mission?
- How do these activities intersect with other units/individuals/organizations on campus?
- How do you currently assess the effectiveness of your efforts?
- How do you currently communicate with the campus?
- How do you see communication changing in the future?

Questions for Constituency Groups (Category 2):

Group Discussion Questions:

- How does your unit/office/center currently define diversity?
- How does diversity intersect with your core mission?
- What is your evaluation of the current state of diversity at UIC?

Questions for which written responses are requested:

- What are your current diversity aims?
- What are the activities/programs and/or policies in place that address your diversity aims?
- What, if any challenges, must be overcome to meet these diversity aims?

Questions for Constituency Groups (Category 3)

Group Discussion Questions (ONLY):

- How do/would you define diversity for UIC?
- What are the benefits and challenges of diversity for UIC?
- What is your evaluation of the current state of diversity at UIC?

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Note: If you would like to recommend a campus constituency group with whom the DSTP Committee should meet, please send the names of the group and the group leadership to Dana Wright at dcwright@uic.edu.

<u>Constituency Groups (Category 1)</u>	<u>Constituency Groups (Category 2)</u>	<u>Constituency Groups (Category 3)</u>
<ul style="list-style-type: none"> ▪ Advising Resource Center (ARC) ▪ African American Academic Network (AAAN) ▪ ASCEND Scholars Program ▪ Black Male Initiative Task Force ▪ CHANCE ▪ Chancellor’s Committees on the Status of: <ul style="list-style-type: none"> Asian Americans (CCSAA) Blacks (CCSB) Latinos (CCSL) Lesbian, Gay, Bisexual, and Transgender Issues (CCSLGBTI) Persons with Disabilities (CCSPD) Women (CCSW) ▪ Committee for Associate and Assistant Deans (CAAD) ▪ Cultural Centers <ul style="list-style-type: none"> African-American Cultural Center (AACC) Asian American Resource and Cultural Center (AARCC) Latino Cultural Center (LGC) Gender and Sexuality Center (GSC) Office of Women’s Affairs (OWA) ▪ Disability Resource Center (DRC) ▪ Diversity Advisory Committee (DAC) for Academic Affairs ▪ Enrollment Impact Committee (EIC) ▪ Hispanic Center for Excellence ▪ Institute for Research on Race and Public Policy (IRRPP) ▪ Latin American Recruitment and Enrollment Services (LARES) ▪ Minority Engineering Recruitment and Retention Program (MERRP) ▪ Native American Support Program (NASP) ▪ Provost’s Working Group (PWG) ▪ Religious/spiritual life and diversity at UIC <ul style="list-style-type: none"> (e.g. Agape House, Levine Hillel Center, Newman Center, Muslim Students Association) ▪ TRIO Programs ▪ Urban Health Program (UHP) ▪ Women in Science and Engineering (WISE) 	<ul style="list-style-type: none"> ▪ Academic Center for Excellence (ACE) ▪ Admissions, Office of ▪ Athletics, UIC ▪ Counseling Center ▪ Dean of Students, Office of the ▪ Financial Aid, Office of ▪ Housing, Campus ▪ Institutional Research ▪ International Services, Office of (OIS) ▪ Jane Addams Hull House Museum ▪ Mathematical Sciences Learning Center ▪ ROTC ▪ Science Learning Center ▪ Senate, University ▪ Student Government <ul style="list-style-type: none"> Graduate Student Council (GSC) Health Profession Student Council (HPSC) Undergraduate Student Government (USG) ▪ Study Abroad Office (SAO) ▪ Wellness Center ▪ Writing Center 	<ul style="list-style-type: none"> ▪ Assistant Professors (Focus Group) ▪ Associate Professors (Focus Group) ▪ Full Professors (Focus Group) ▪ University Scholars & Distinguished Professors (Focus Group) ▪ CIC-ALP Fellows & Alums ▪ Underrepresented Faculty <ul style="list-style-type: none"> Tenured and tenure track Clinical and non-tenure track