

# **UIC Diversity Strategic Thinking Process Framework for DSTPC Subcommittees**

## INTRODUCTION

The Diversity Strategic Thinking and Planning (DSTP) process has been initiated so that we might collectively evaluate our activities and achievements, consider opportunities and priorities, and establish goals through which diversity is made a distinguishing characteristic of UIC. Phase I of the DSTP process will be to perform a detailed and thorough strategic thinking exercise on diversity at UIC. The DSTP Committee has been divided into six subcommittees, each of which will focus on diversity for a specific aspect of UIC: Environment (Climate), Faculty, Research, Staff, Students, and Teaching and Learning. Subcommittees will gather information related to their topic area from meetings with college and unit diversity committees, various campus constituency groups, and from existing documents describing UIC. The subcommittees will use this information to develop the sections of the formal Diversity Strategic Thinking document. This work will also provide the foundation for Phase II of the process in which the campus Diversity Strategic Plan is developed.

## SUBCOMMITTEE THINKING ACTIVITIES & DELIVERABLES

Over the next few months, subcommittees will complete a Diversity Strategic Thinking exercise in their topic area and share their initial reflections in writing and in meetings with the full DSTP Committee. Specifically your subcommittee is asked to:

- Select a chair from among your DSTPC subcommittee members
- Consider the subcommittee's charge and responsibilities
- Generate a list of non-DSTPC members that you feel would benefit the work of your subcommittee
  - Identify individuals from across campus who represent broad viewpoints and perspectives related to your topic area
  - Submit your recommendations to William Walden for consultation and so that invitations can be forwarded
  - Target size for each subcommittee is 8 – 12
- Consider expected outcomes of the DSTP process
- Revisit UIC's mission, 2010 Strategic Thinking document, and Strategic Plan
- Review relevant data
- Answer the set of guiding questions
- Develop an outline for your section of the Diversity Strategic Thinking document
  - The 2010 Strategic Thinking document serves as a guide
- Develop an initial report of your subcommittee's activities and reflections

The initial report will be submitted to the full DSTP Committee in early June 2009. It need only be a few pages in length and should include: (1) initial responses to the Diversity Strategic Thinking questions; and (2) a summary of issues and questions that arise from your work. The initial reports will serve to provide a framework to the DSTP committee as we begin to draft a campus-level Diversity Strategic Thinking document.

At the conclusion of the Diversity Strategic Thinking stage in late summer, subcommittees will draft formal reports outlining UIC's diversity philosophies, current activities, and future priorities for their specific topic areas. These reports will become the sections of the final Diversity Strategic Thinking document. The Diversity Strategic Thinking document will be submitted to the campus on August 1, 2009. The Diversity Strategic Thinking outcomes will guide the campus in more fully integrating diversity into our current Strategic Plans, so that the plans specify diversity goals, steps for attaining them, and mechanisms to assess progress towards achieving them. The final campus- and college/unit- Diversity Strategic Plans will be submitted and published in January 2010.

### DIVERSITY STRATEGIC THINKING: GUIDING QUESTIONS FOR SUBCOMMITTEES

**Address the questions below for your specific topic area.**

1. What is diversity to UIC?
  - a. How does UIC currently define diversity?
  - b. How does diversity intersect with UIC's core mission?
  - c. What are UIC's current diversity aims?
  - d. What were the factors that contributed to the development of these aims?
  
2. What is currently being done to achieve UIC's diversity aims?
  - a. What programs or policies currently address UIC's diversity aims?
    - i. How are these activities currently coordinated?
  - b. How are UIC's diversity efforts currently supported?
    - i. Monetary
    - ii. People
    - iii. Space
    - iv. Programming
    - v. Others
  - c. What are the challenges to achieving UIC's diversity aims?
  - d. How do you envision this might change in the future?
  
3. How is each college, Vice Chancellor unit, institute, and/or center contributing to efforts to achieve UIC's diversity aims?
  - a. How do you envision this might change in the future?
  
4. How does UIC currently assess the effectiveness of its diversity efforts?
  - a. How would you envision assessment developing in the future?