Distinctively Wayne State
University Strategic Plan 2016-2021
Diversity and Inclusion Update

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Vision: Wayne State University will be a pre-eminent, public, urban research university known for academic and research excellence, success across a diverse student body, and meaningful engagement in its urban community.

Mission: Wayne State’s mission is to create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities.

Excerpt from Distinctively Wayne State, Wayne State University Strategic Plan 2016-2021, September 2015
“Our values cut across organizational boundaries, bind us culturally, and permeate our strategic and tactical initiatives.”

- Collaboration
- Innovation
- Integrity
- Diversity and Inclusion
- Excellence
WSU Strategic Plan—Strategic Focus Areas

Distinctively Wayne State, Wayne State University Strategic Plan 2016-2021, September 2015
Diversity and Inclusion

Two Goals

11 Objectives

18 Initiatives completed or in progress (to date)
D&I Strategic Planning Goals

1. Leverage our diversity to create a diverse and inclusive campus where every group and individual feels valued.

2. Implement and enhance academic programs focused on cultural, language, and global competencies.
Goal #1

- Leverage our diversity to create a diverse and inclusive campus where every group and individual feels valued.
Goal #1 Objectives

- Celebrate and increase the understanding and appreciation of diversity and inclusion

- Design and implement recruitment strategies that result in increased numbers of qualified and diverse underrepresented students, faculty, and staff

- Create new and enhanced current pipelines designed to increase the recruitment of diverse, underrepresented students and faculty

- Support the enhancement or establishment of structures, events, and activities designed to promote greater multicultural and intercultural awareness, interaction, and understanding
Goal #2

- Implement and enhance academic programs focused on cultural, language, and global competencies.
Selected Goal #2 Objectives

- Develop and enhance programs focused on understanding multiculturalism and building diversity and inclusion competencies and expertise.
- Develop and enhance programs focused on building an understanding of global cultures (such as study abroad).
- Create curricula and programs focused on multicultural and intercultural leadership.
- Establish the Office of Multicultural Student Success within the newly created Office of Diversity and Inclusion as a resource for gaining guidance in instilling diversity and inclusion competencies and expertise.
Office of Multicultural Student Engagement—
Selected Student Engagement Activities

- Participate in outreach sessions to Metro Detroit area high school counselors and in other admissions activities introducing Wayne State to prospective students;
- Engage all incoming students during all orientation sessions for incoming first year and transfer students;
- Provide multicultural education programming for Resident Assistants, Peer Mentors, Graduate Teaching Assistants, and other groups.
- Sponsor two learning communities: The Network and RISE.
Campus-wide dialogues provide a space for engagement around particular issues related to D&I.

The National Day of Racial Healing is an annual event for exploring the impact of racism on individuals and communities.
Campus Engagement—Diversity Campus Climate Study

- Campus-wide survey connected to over 5,000 members of the Wayne State Community, students, staff, and faculty
- Presented survey results to the campus community in April 2019
- Currently analyzing data for each of the schools/colleges/units
- Additional recommendations will be made to campus leadership in Fall 2020.
Ongoing and Upcoming Key Initiatives

- Our first comprehensive diversity climate assessment launched in winter 2018, employing surveys, interviews, and data analysis on the demographic diversity of the campus and the impact of the climate on students, staff, faculty, and the campus community;
- President Wilson created and launched the Social Justice Action Committee in July 2020, it is comprised of seven working groups addressing key areas related to DEI;
- Currently developing a “bias incident” reporting and response protocol and process;
- Engaging the community in educational programming designed to enhance cultural awareness and build community.
The Social Justice Action Committee

- A committee comprised of the chairs of seven working groups, plus other key individuals. Working groups include:
  - Hiring and retention of diverse faculty
  - Hiring and retention of diverse staff
  - Student access and success
  - Policing
  - Intercultural education and training
  - Campus climate issues
  - University DEI Initiatives
“The more we do, the more we see the potential of what is possible. We are not discouraged by the enormity of what lies ahead; we are motivated by it.”

~Ursula Burns, Former President of Xerox