



***EMBRACING DIVERSITY  
and INCLUSION at UGA***

**The University of Georgia**

**Diversity Plan**

**2011-2016**



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The University of Georgia®

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## Letter from President Michael F. Adams



In 1785 the University of Georgia became the nation's first chartered public institution of higher education.

In 1961 Charlayne Hunter-Gault and the late Hamilton Holmes broke the color barrier when they enrolled in classes, joined shortly thereafter by Mary Frances Early, who became this institution's first African-American graduate. Their bravery and commitment to the power of education, despite the many barriers that stood before them, made them true heroes and made UGA a better place.

I believe that diversity and inclusion are among the most important issues facing the state of Georgia today. Diversity impacts education, especially access to higher education. Diversity affects our efforts to build a 21st-century workforce. Diversity impacts our efforts to enhance economic development. But most important, working toward greater inclusion is simply the right thing to do.

The University of Georgia has responded well in past decisions about these issues. There is room for improvement, of course, and we must remain vigilant in our efforts to sustain an environment that promotes diversity as a means of achieving academic and organizational success.

At UGA we remain committed to developing a diverse leadership class for Georgia that is reflective of all that this state has to offer. We are committed to celebrating, embracing and validating the dynamics of differences as they relate to such measures as race, gender, religion, experience, orientation, language, curriculum and many other aspects of the diverse backgrounds that exist within our University community.

At UGA there is a range of academic study and research in women's studies and gender studies, Caribbean studies, African studies and African-American history available. We teach courses that range from Islamic studies to Christianity.

Consistent with our strategic goal to prepare our students and make ourselves more competitive in a global economy, UGA teaches more than 25 foreign languages, from the Romance languages to Mandarin and Farsi. We have residence halls that are language communities where students are immersed in a particular language and culture.

Our students themselves come from every county in the state of Georgia, from every state in the Union, and from countries around the globe.

We own study-abroad facilities in Cortona, Oxford and Costa Rica, and have strong programs in locations such as India, Ghana, Portugal, Tanzania, China and Mexico. UGA is 10th in the nation with regards to the number of students who study abroad.

We attract faculty and administrators from large research institutions and from small private ones, from Ivy League schools and from historically black colleges and universities, and from private businesses and from public service.

The richness and diversity of our students and faculty at UGA will continue to be important as we provide high quality educational experiences. The education of our students is enriched by having people of varied backgrounds in teaching and leadership positions.

We serve the state more effectively when we more fully reflect the diversity of the people of this state. UGA's impact on the future will be more significant because our students, faculty and staff appreciate and respect the differences among people instead of seeking the comfort of the familiar.

Join me in celebrating the progress we have made, and let us work together to carry this momentum forward.

## Letter from Provost Jere W. Morehead



In 2011, the University of Georgia commemorated the 50th anniversary of its desegregation with a campus-wide celebration of the courage of the pioneering students who broke the color barrier and those who supported them. As a university community, it is important that we remember the difficulties faced and obstacles surmounted by Hamilton Holmes, Charlayne Hunter and Mary Frances Early, as well as those students who followed in their footsteps.

This university was a very different place 50 years ago, and we can celebrate the fact that much progress has been made since that time. For example:

- We value the diversity in our student body and work diligently to recruit students who represent diversity in many forms, including ethnic, racial, geographic and experiential diversity.
- The Institute for African American Studies, which celebrated its 40<sup>th</sup> anniversary this year, offers major, minor and certificate programs to undergraduates. It is one of several multidisciplinary centers and institutes at UGA centered on diversity. In addition more than 50 student organizations focus on diverse students and issues.
- Students who come to UGA do very well. The first-year retention rate for minority students is over 95 percent, and UGA has the highest graduation rate of any school in the system. Minority students have won numerous national academic awards, including Rhodes, Goldwater, Marshall and Truman Scholarships.
- The percentage of minority faculty in professorial ranks has risen steadily over the past decade, and our diversity is reflected in the highest ranks of UGA's administration.

Still, there is more that can be done. This five-year diversity plan provides a framework to encourage further progress. It is incumbent on all members of the university community to promote the goals outlined here.

Let the legacy of Hamilton Holmes, Charlayne Hunter and Mary Frances Early inspire us as students, faculty, staff and alumni to do all we can, collectively and individually, to continue to build a great university that celebrates diversity and provides a welcoming environment for all.

## Letter from Interim Associate Provost Michelle Garfield Cook



In 2011, 50 years after Charlayne Hunter and Hamilton Holmes became the first African-American students to enroll at the University of Georgia, we continue to make progress in promoting the value and importance of diversity throughout our campus communities. Their courage reminds us that significant change requires sincere commitment. And this courage and commitment brings us closer to realizing a welcoming and inclusive campus.

Under the direction of Dr. Cheryl Dozier, who served as associate provost for institutional diversity from 2006-2011, the Diversity Advisory Council completed the University of Georgia's Diversity Plan. Dr. Dozier's leadership and the commitment of students, faculty and staff from across campus produced a document that will serve as a framework for moving us forward as a community. Organized around five goals with specific objectives, the plan is a tool to be used as we build on our successes in diversity and inclusion. It also includes an accountability component that will help us to measure our progress and better understand our challenges.

Promoting diversity requires courage, commitment and a call to be our best selves. Our charge is important to our university, our community and our society. Being exposed to a diversity of thoughts and ideas, backgrounds, ethnicities, religions and experiences strengthens us collectively. The University of Georgia reflects changes that are happening throughout our society. Therefore we have an incredible opportunity to be leaders and to demonstrate how a truly diverse community can also be a truly welcoming and inclusive one.

Charlayne Hunter, Hamilton Holmes and Mary Frances Early initiated a course of change 50 years ago that has forever transformed our institution. As benefactors of their courage, let us take on the responsibility and proceed forward. Fifty years from now, how will the university have benefitted from our contributions? This is not a question only for historians; it is a challenge to each of us to be agents of positive change individually and collectively. As you read the diversity plan, I encourage you to consider how you can be part of creating a learning environment that is welcoming and inclusive of all.

# University of Georgia Institutional Diversity Plan

The University of Georgia (UGA) is committed to meeting the diverse needs of its students, faculty, and staff at all its locations. This commitment is expressed in several communications, including the UGA Mission Statement and Strategic Plan. Diversity and inclusion are integral to the stated mission and goals of the University.

The single, overarching goal of the University of Georgia's Diversity Plan is to sustain and enhance a learning and work environment that is diverse and inclusive where individual differences are valued and serve as a source for collective empowerment. Thus the plan aims to help the University fulfill its commitment to foster campus-wide diversity and inclusion.

UGA embraces diversity in all forms at all its locations with the goal of creating an inclusive environment where all persons of the University community are respected. Diversity includes, but is not limited to, groups defined by race, nationality, ethnicity, age, gender, sexual orientation, language, religion, disability and/or health status, gender identity/expression, veteran status, geographic origins, and socio-economic status.

The development of this plan was a collaborative effort by the Diversity Advisory Council, which is representative of members of faculty, staff, students, and administrators from all academic and major non-academic units of the University. This consensus document serves as a blueprint for the continuous improvement in diversity and inclusion as core values at UGA. The DAC was charged by then-Provost Arnett C. Mace Jr. in 2008 to assist in the design and implementation of strategies and programs to enhance and advance diversity and inclusion at UGA. The DAC identified strengths and gaps to achieving greater diversity at UGA and provided recommendations on how to enhance diversity. The DAC organized five committees: Student Issues, Faculty Issues, Staff Issues, Institutional Issues and Cultural Climate. In addition, an ad hoc Anti-Bias Advisory Group was formed to address specific concerns related to eliminating bias and hate incidents on campus.

This five-year diversity plan is designed to ensure that UGA remains a community with vibrant, diverse and inclusive communities of faculty, staff and students who are reflective of and responsive to the diversity of the state of Georgia. The goals are designed to provide UGA with a framework to continue to meet and exceed its commitment to diversity and inclusion among various groups, the curriculum, and faculty, staff and student experiences.

**The five goals of the diversity plan are to:**

- 1. Enhance and sustain an institutional climate that values and welcomes diversity and inclusion.**
- 2. Increase the recruitment and retention of diverse students, with emphasis on those who are historically underrepresented.**
- 3. Recruit, retain and support advancement opportunities for a more diverse faculty and staff.**
- 4. Expand partnerships that increase diversity-related research and program initiatives with businesses, communities and organizations.**
- 5. Integrate diversity and inclusion into established systems of accountability.**

Progress towards the goals of this diversity plan could be measured by increases in areas including:

- Campus-wide diversity and inclusion awareness and engagement programs and activities.
- Enhanced curriculum diversity including academic courses, service-learning, international programs and extra-curricular activities.
- The number of historically underrepresented undergraduate, graduate and professional students.
- The number of women and historically underrepresented faculty and staff at all levels.
- The amount of need-based and diversity-related scholarships that support the recruitment and retention of diverse students.
- The number of external partnerships and collaborations across the state of Georgia that promote and enhance diversity and inclusion.

This diversity plan, with its goals and objectives, should be recognized as a living document that is continually evaluated and updated to address current strengths, challenges, recommendations, and accountability measures. It serves as a framework for the continual creation of an inclusive and diverse learning community at the University of Georgia.

During the next steps of the diversity planning process, academic and administrative units may enhance existing plans or develop new diversity plans that address their specific goals and objectives. Each unit should be responsible for sharing the progress, major accomplishments and obstacles regarding attaining identified goals in their annual reporting process. The Office of Institutional Diversity and/or any other entity assigned by the Provost may review the institutional progress towards achieving the goals of the diversity plan.

In summary, as the University moves forward, it will take a collective effort to accomplish the stated goals and objectives to ensure that UGA continues to be an institution that celebrates its diversity and serves as a model for other institutions.

# Goals and Objectives

## **GOAL #1**

**Enhance and sustain an institutional climate that values and welcomes diversity and inclusion.**

### **Objectives**

1. Provide opportunities for faculty, staff and students to increase their knowledge, skills and abilities in working with diverse individuals and groups.
2. Provide exposure to other customs, traditions, societies and ethnicities, through effective interaction and engagement across diverse groups.
3. Enhance, communicate and assure fair and equitable treatment free from harassment, discrimination and bias.

## **GOAL #2**

**Increase the recruitment and retention of diverse students, with emphasis on those who are historically underrepresented.**

### **Objectives**

1. Evaluate and enhance current recruitment and retention strategies to promote diversity.
2. Increase existing institutionally supported need-based scholarship and funding opportunities.
3. Expand the collection, management and dissemination of annual data on diversity of students to track growth and declines at UGA.

## **GOAL #3**

**Recruit, retain and support advancement opportunities for a more diverse faculty and staff.**

### **Objectives**

1. Evaluate and enhance current recruitment and retention strategies targeted at a more diverse faculty and staff.
2. Increase faculty and staff diversity in all units and at all levels as appropriate.

3. Expand the collection, management and dissemination of annual data on diversity of faculty and staff, to track growth and declines in all UGA units.
4. Ensure a consistent unit-level process for performance evaluations, exit interviews and data archives for faculty and staff.
5. Utilize existing programs or, where needed, create new ones that will provide staff and faculty with opportunities for career development and advancement.

#### **GOAL #4**

#### **Expand partnerships that increase diversity-related research and program initiatives with businesses, communities and organizations.**

##### **Objectives**

1. Build upon and enhance the University's supplier base to incorporate a diverse set of businesses providing goods and services to the University.
2. Promote, develop, and enhance activities and collaborative research with colleges and universities that traditionally serve underrepresented groups.
3. Develop and implement community-focused diversity initiatives that engage the local communities with which the University of Georgia interacts.

#### **GOAL #5**

#### **Integrate diversity and inclusion into established systems of accountability.**

##### **Objectives**

1. Establish baselines and conduct climate assessments to measure improvements in diversity and inclusion.
2. Recognize and document contributions to diversity and inclusion.
3. Include diversity and inclusion activities in unit annual reports and evaluations of faculty, staff and administrators as appropriate.

## **Statements related to diversity at UGA**

### **University of Georgia Mission Statement**

(Update approved by the Board of Regents in August 2010)

<http://www.uga.edu/profile/mission.html>

### **Faculty Statement on Diversity in Admissions**

(As approved by University Council on March 18, 2004)

<https://www.admissions.uga.edu/article/diversity-information-for-uga.html>

### **UGA Non-Discrimination and Anti-Harassment Policy**

(Adopted August 5, 2003; revised April 25, 2011)

<http://www.uga.edu/eoo/pdfs/NDAH.pdf>

# Diversity Advisory Council/Planning Committee and Contributors

(As of 4/8/2011)

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