Since 2009, the Office of Diversity and Inclusion has welcomed students, staff, and faculty back to campus each fall with our annual Diversity Report. The report has spurred conversation and reflection, and has helped support new and existing efforts to make diversity, equity, and inclusion central tenets of our institutional practice. Over the years, it has also played a role in raising awareness of the inequity and exclusion experienced by many members of our community.

Our campus is a different place than it was in 2009. Our understanding and needs relative to diversity, equity, and inclusion have changed. And so we are adapting our diversity reporting process to better meet those needs.

This year, we will offer three Strategic Diversity Updates—one each in August, October, and February. This first Update provides context for HSU’s diversity-related work in the year ahead.

As have past reports, the Fall and Spring Updates will analyze key indicators of equity and diversity, though their frequency and timing will allow us to report on the most current data. They will highlight areas for improvement, celebrate successes, and monitor progress toward the many related goals outlined in the new Strategic Plan. As a supplement to the Updates, we are also developing online resources for understanding diversity-related data. Every three years, we plan to publish a longer report that offers an in-depth retrospective analysis and focus group feedback.

Our campus’ collective efforts around diversity, equity, and inclusion are always evolving. As we embark on a new year, we look forward to building on the momentum generated in these last many years to increase the success and vitality of this work on campus.

Radha Webley, Director
Melissa Meiris, Associate Director
Office of Diversity and Inclusion

Preview: What to expect in 2015/16
October Strategic Update Highlights—
• Current year student demographics
• Diversity analysis of 2015 Great Colleges to Work For survey results

February Strategic Update Highlights—
• Plan for Workplace Diversity updates
• Retention/Graduation Analysis

Plus—New online resources for interpreting and understanding diversity-related data

Diversity, Equity, Inclusion: What do they mean to you?

There are as many ways to define diversity, equity, and inclusion as there are people on campus. By their very nature, these terms are not static—nor do we wish them to be. They are terms with which we create meaning and take action. And dialogue about that forms the foundation for our work on campus.

With this column, we hope to further this conversation. Here, we offer our initial operational definitions for diversity, equity, and inclusion. We ask you—students, staff, faculty, administrators—to discuss them and tell us your thoughts, so that we can begin to build definitions that represent the breadth of perspectives in our community.

Initial Operational Definitions

Diversity encompasses and explicitly values the many different dimensions of identity, experience, ways of being, and ways of knowing, as well as the process of learning about and engaging with difference. At HSU, we are particularly attentive to aspects of identity that are relevant to social justice.

Equity means that all people have access to the opportunities and resources they need to meet their life goals. While equality is about sameness (giving everyone the same thing), equity is about fairness.

Inclusion is the active, intentional ongoing engagement with diversity, with an aim of interrupting oppressive systems of power and privilege and creating transformative and critically reflective environments that affirm the inherent dignity and value of all individuals and communities.

We look forward to hearing from you, and to providing regular updates on our campus’ dynamic and evolving understanding of these key concepts.

Submit your ideas: humboldt.edu/diversity
Looking ahead: Implementing the Strategic Plan

Due in large part to the engaged voices of our campus community during last year’s strategic planning process, a commitment to diversity, equity, and inclusion is woven throughout HSU’s 2015-2020 Strategic Plan. The Plan’s many diversity-related objectives for the next five years are outlined below. Importantly, the Plan makes clear that the responsibility for doing this work does not lie within a single office, but relies on commitment, collaboration, and action from stakeholders across campus and at all levels. We look forward to the many opportunities we will have in the coming year to engage with these broad objectives, and to collaboratively develop specific plans for integrating diversity, equity, and inclusion into all that we do.

**Goal 1. Prepare students to be socially and environmentally responsible leaders in a diverse and globalized world.**

- Increase outreach and support for families whose first language is not English
- Ensure that academic programs are accessible to all populations
- Support a safe and inclusive campus environment
- Encourage and reward cross-disciplinary activities that engage staff and faculty in their role to support intercultural competency

**Goal 2. Foster meaningful relationships across differences, including diverse cultural communities, identities, and competencies.**

- Develop and implement strategies to improve the retention of Faculty and Staff of Color
- Coordinate and expand ongoing training efforts for search committees and hiring authorities to ensure that hiring processes take steps to address and remedy bias and foster a supportive, welcoming, and diverse campus
- Acknowledge and amend the disproportionate impacts and expectations (“cultural taxation”) on our faculty, staff, and administrators from underrepresented groups
- Improve knowledge, awareness, and capacity on diversity-related topics among all students by ensuring that diverse perspectives are a key component of the curriculum and co-curriculum
- Reduce bias on campus
- Explicitly recognize that knowledge of and experience in diversity-related topics are professional competencies that are expected of all HSU employees
- Expand and enhance the impact and value of professional development offerings around inclusive student success
- Ensure that instructional pedagogies reflect and respond to the diverse experiences and backgrounds of our students

**Goal 3. Strengthen partnership with local communities.**

- Increase recruitment of and provide support for Native American students from local tribal communities
- Increase employee and student awareness and education about local tribal history and current affairs
- Establish culturally appropriate community engagement strategies
- Engage with local Communities of Color to draw on existing knowledge, expertise, insights and local projects already underway

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**Events & Opportunities, Fall 2015**

**Sept. 4**—Deadline: register for Fall Book Circle — [humboldt.edu/institute](http://humboldt.edu/institute)

**Sept.-Oct. (various)**—Events: Multicultural Creating Community Receptions—[humboldt.edu/cae](http://humboldt.edu/cae)

**Sept. 30**—Speaker: Brian Johnson—*Diversity and Multiculturalism in the Media*—[humboldt.edu/cae](http://humboldt.edu/cae)

**Oct. 5**—Deadline: Campus Dialogue on Race proposal deadline—[humboldt.edu/dialogue](http://humboldt.edu/dialogue)

**Oct. 30**—Deadline: Diversity Program Funding Grant proposals due for Spring 2016 programs—[humboldt.edu/diversity](http://humboldt.edu/diversity)

**Nov. 4**—Staff/Faculty Workshop & Keynote Speaker: Eduardo Bonilla-Silva—*Color-Blind Racism & Institutions of Higher Learning*—[humboldt.edu/dialogue](http://humboldt.edu/dialogue)

**Nov. 5**—Speaker: Ed Brockenbrough—*Queer Youth of Color*—[humboldt.edu/dialogue](http://humboldt.edu/dialogue)

**Nov. 13**—Deadline: Institute for Student Success poster proposals due—[humboldt.edu/institute](http://humboldt.edu/institute)

**Nov. 2-6**—Multiple events: Campus Dialogue on Race—[humboldt.edu/dialogue](http://humboldt.edu/dialogue)

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Need more information? Visit [humboldt.edu/diversity](http://humboldt.edu/diversity)

Questions and feedback are always welcome: diversity@humboldt.edu or (707) 826-4503