

# Diversity and Inclusion Action Plan



## What is it?

The D&IAP lays out seven major objectives to further diversify UAA and create a truly inclusive environment. These objectives follow from existing UAA data, 11 subcommittee reports, 22 focus groups, a Qualtrics campus climate survey, community campus visits and the Diversity Summit. It will serve the university through UAA 2020 and the accreditation self-study.

## 'The right thing to do...'

**From former Chancellor Tom Case, upon issuing the report:**

"Developing and committing to a D&IAP is not only important for the very practical concerns of meeting our mission commitments and effectively preparing our graduates for their futures, it is also the right thing to do. Ensuring that we provide equal opportunity and support inclusive excellence is a moral imperative that all members of the UAA community should fully embrace."

**Affirmed by Interim Chancellor Samuel B. Gingerich:**

"I assure all of you that I share Chancellor Case's values, and I commit to the objectives of this plan to move UAA forward toward a more inclusive environment that supports everyone's success."

## THE SEVEN OBJECTIVES

### ★ BEST PRACTICES IN HIRING

At all levels and in every college, UAA will support best practices for hiring diverse faculty, staff and administrators.

*Findings: "Executive positions are over 80 percent White and predominantly male. UAA faculty averages 85 percent White (with a 50/50 gender balance). Only 2.1 percent of the faculty is Alaska Native, though UAA averages a 10 percent Alaska Native student population. Faculty from other historically under represented groups also need to be significantly increased."*

### ★ COORDINATE CAMPUS INITIATIVES

Add two campus leadership positions, re-conceive the Diversity Action Council, create a campus plan to integrate diversity efforts and sustain existing training programs.

*Findings: "A central and recurrent theme is a lack of awareness and coordination of diversity and inclusion efforts across UAA, creating under utilization and inefficiencies."*

### ★ ADD ACCOUNTABILITY

Implement the new diversity and inclusion action plan and develop metrics to track annual progress.

*Findings: "The D&IAP is an 'Action Plan' not just a study. The D&IAP has a shelf life of about 5-6 years. In that period, the report recommendations should be manifested and institutionalized at UAA."*

## ★ TARGET UNDER REPRESENTED POPULATIONS

Strategically work to recruit and retain African-American, Hispanic/Chicano, Pacific Island and economically disadvantaged students; create a separate plan with a singular focus on Alaska Natives; improve service for veterans; ensure UAA is 100 percent ADA compliant; support international students, faculty and staff.

*Findings:* "There is something of a contradiction regarding the UAA student experience. There are remarkable stories of students who graduate and identify UAA as a great place to be, but there are also students who leave UAA with no degree or necessary certification. Equally important, those same students were unable to find a sense of community."

## ★ TAKE IT TO THE CURRICULUM

Add a diversity and inclusion GER; incentivize new diversity and inclusion curriculum; develop a multicultural postdoctoral program.

*Findings:* "...diversifying the curriculum must adhere to three principles:

- Basic knowledge of Alaska and its indigenous peoples
- Respect and understanding of diverse groups
- Equal access and opportunity to learn about and participate in the diverse groups to which we belong."

## ★ CAMPUS SPACE

Engage facilities and campus services to plan for a campus that supports diversity and inclusion, such as a hub for international faculty, staff and students; add SafeZone locations and meet veteran space needs; ensure all are ADA compliant.

*Findings:* "The Facilities Master Plan, section 6.2, clearly indicates UAA is under resourced in the area of student study space and the Student Union in comparison to other similar institutions."

## ★ COMMUNITY CAMPUS OUTREACH

Increase community campuses' engagement with UAA campus events in Anchorage via added representation and a new liaison position.

*Findings:* "The Tri-Chairs were impressed with the vibrant programs and dedicated staff and faculty at each of the community campuses, and also noted a high level of student engagement... It is apparent that there are missed opportunities on various levels of exchange/sharing that could be addressed..."

[uaa.alaska.edu/diversityandinclusion](http://uaa.alaska.edu/diversityandinclusion)



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