



# CLIMATE & EQUITY PLAN

24-28



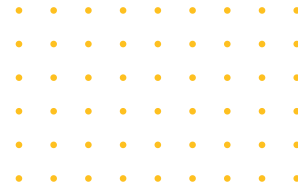
THE OFFICE OF  
EQUITY &  
INCLUSION



DOMINICAN UNIVERSITY

[www.dom.edu/equity](http://www.dom.edu/equity)

# A Message From President Temple



## Challenge & Commitment

I hope you stumble upon a spark in our plan that ignites your drive and sense of ownership as we tackle this crucial mission side by side.

The Sinsinawa Dominican Sisters have a long history of focusing on the root causes of injustice and acting on behalf of justice issues at the local, national and global level. The Dominican University Climate and Equity Plan for 2024-2028 is a concrete example of our connection to the work of the Sisters and our commitment to create a campus community where everyone feels a sense of belonging.

As you read through the plan, I hope that you will see that it is deliberately aligned with **The Next Era of Impact: The Strategic Plan for 2023-2028** to strengthen the campus climate, and to recruit and retain a campus workforce that reflects and serves our diverse student body.

In the Climate and Equity Plan, we intend to challenge our Dominican community to work together toward these strategic priorities. As a Catholic, Dominican, Hispanic-Serving Institution, we believe we share the responsibility to lean into this critical work. There are opportunities - and responsibilities - for all of us in this Climate and Equity Plan, including staff training and skill building, student affinity groups, faculty development on culturally responsive teaching methods, and work by administrators on policy development. **We all have an important role to play.**

Glena

# Mission & Guiding Vision

## University Mission Statement

As a Sinsinawa Dominican-sponsored institution, Dominican University prepares students to pursue truth, to give compassionate service, and to participate in the **creation of a more just and humane world.**

## Strategic Plan Guiding Vision Statement

Grounded in our Catholic, Dominican, and Hispanic-Serving identities, Dominican University will be recognized as a leader in the social and economic mobility of its graduates, including those historically marginalized by higher education. We approach the needs, strengths and lived experiences of our students holistically and place them at the center of our priorities. Through rigorous academic and experiential programs, we will prepare graduates to make an impact in an increasingly dynamic global environment and remain engaged in our Dominican community.



## Our Framework (Smith 2009)

Using Smith's (2009) Diversity Framework to guide our objectives, this project is focused on:

- being mission-driven
- enabling DU and its different parts to grasp diversity within their unique settings
- transitioning the emphasis from groups to the organization
- offering insight into the potential form of institutional diversity capacity




**Climate & Intergroup Relations**



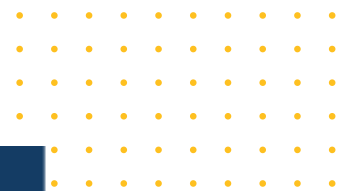
**Education & Scholarship**



**Institutional Vitality & Viability**



**Access & Success**



## University Strategic Plan Climate and Equity Components

Focus on

Priority 2: Ensure student success in degree completion and career outcomes

Priority 4: Advance the long-term sustainability of DU's financial, human and environmental resources



## Campus Climate Focus



Objective 1:  
Implement  
Justice, Equity  
and Inclusion  
Action Plan

Objective 2:  
Enhance  
Infrastructure in  
Human  
resources

Objective 3:  
Improve shared  
governance &  
inclusive decision  
making process

Objective 4:  
Address faculty  
& staff morale  
and work-life  
balance



## OUTCOMES

### Aligned Strategic Plan KPIs:

2.1: Equity gaps in degree completion are reduced by at least 50% across race/ethnicity and income status

2.2: At least 90% of students, faculty, and staff, disaggregated by race/ethnicity, will perceive DU as a welcoming and inclusive campus.

4.7: Increase the hiring of BIPOC faculty/staff by at least 5% each year so that by 2028, at least 60% of new hires and appointments will be BIPOC to mirror student population and demographics of the region.

# Priority 1: Climate & Intergroup Relations

Our goal is to enhance the campus climate and foster a sense of belonging for all individuals within the Dominican University community. This involves taking actionable steps to transform into an anti-racist campus and encouraging interactions among diverse groups.



## Objective 1.1

Enhance meaningful community interactions and engagement in training and skill-building opportunities to foster equality, equity, and justice for individuals and communities, while decreasing instances of bias.

## Objective 2

Promote religious, spiritual, and interfaith literacy and relationships on campus

## Objective 3

Enhance personal awareness of gaps in self-understanding and white privilege.

## Objective 4

Foster a harmonious work environment to enhance productivity and spur innovation.

# Climate & Intergroup Relations Strategies

Enhance meaningful community interactions and engagement in training and skill-building opportunities to foster equality, equity, and justice for individuals and communities, while decreasing instances of bias.

## 1.1 A

### **Vector\* training required for all employees**

Timeline: Annually

Stakeholders: OJEI & OPC

Deadline: Ongoing

## 1.1 B

### **Offer opt-in Bystander\* training**

Timeline: Annually

Stakeholders: OPC

Deadline: Ongoing

## 1.1 C

### **Annual JEI Workshop**

Timeline: Annually

Stakeholders: OJEI & Office of the President

Deadline: Ongoing

## 1.1 D

### **JEDI Workshop**

Timeline: Annually

Stakeholders: OJEI

Deadline: Ongoing

# Climate & Intergroup Relations Strategies

Promote religious, spiritual, and interfaith literacy and relationships on campus.

## 1.2 A

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### **Further develop & support the Interfaith Cultural Committee\***

Timeline: Annually

Stakeholders: Mission & Ministry

Deadline: Ongoing

## 1.2 B

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### **Establish and implement the Religious Accommodations Policy**

Timeline: Fall '24

Stakeholders: OJEl, OPC, Mission & Ministry

Deadline: Ongoing

## 1.2 C

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### **Create spaces for continued growth in Spiritual Flourishing\***

Timeline: Annually

Stakeholders: Mission & Ministry

Deadline: Ongoing

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# Climate & Intergroup Relations Strategies

Promote religious, spiritual, and interfaith literacy and relationships on campus.

1.2 E

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## **Rebuild & engage community partners (beyond the campus)**

Timeline: Annually

Stakeholders: Mission & Ministry

Deadline: Ongoing

1.2 F

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## **Develop an inclusive plan to recruit and retain our students of various faith traditions**

Timeline: Fall '24

Stakeholders: OJEI, OPC, Mission & Ministry

Deadline: Ongoing

1.2 G

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## **Support and grow Faith for Change\***

Timeline: Annually

Stakeholders: Mission & Ministry

Deadline: Ongoing

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# Climate & Intergroup Relations Strategies

Enhance personal awareness of gaps in self-understanding and white privilege.

1.3 A

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**Offer invitation to join self-selected white accountability groups (WAG) once per academic year**

Timeline: Annually

Stakeholders: JEl

Deadline: Ongoing

1.3 B

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**Unit workshop (mandatory): Characteristics of White Supremacy Workshop**

Timeline: Semester

Stakeholders: JEl

Deadline: Ongoing

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# Climate & Intergroup Relations Strategies

Foster a harmonious work environment to enhance productivity and spur innovation.

## 1.4 A

### **Implement remote work policy**

Timeline: Annually  
Stakeholders: OPC  
Deadline: Ongoing

## 1.4 B

### **Conduct updates to salary benchmarking data and consideration**

Timeline: Fall '24  
Stakeholders: OPC  
Deadline: Ongoing

## 1.4 C

### **Review university benefits packages for consideration of additional models or options in plan choice**

Timeline: Fall '24  
Stakeholders: OPC & Budget Office  
Deadline: Spring '25

## 1.4 D

### **Increase opportunities for faculty and staff participation in mission integration experiences**

Timeline: Annually  
Stakeholders: MM, OJEI & OPC  
Deadline: Ongoing

# Climate & Intergroup Relations Strategies

Foster a harmonious work environment to enhance productivity and spur innovation.

1.4 E

**Increase opportunities for faculty and staff professional development and skills training, particularly in digital literacy.**

Timeline: Annually

Stakeholders: OPC

Deadline: Ongoing

1.4 F

**Develop and implement manager/department Chair training for supporting unit members' morale and work-life balance**

Timeline: Annually

Stakeholders: OPC

Deadline: Ongoing

1.4 G

**Improve faculty/staff recognition events and opportunities**

Timeline: Annually

Stakeholders: OPC

Deadline: Ongoing

1.4 H

**Develop career pipeline programs to retain and provide ladders of career opportunities for staff positions**

Timeline: Annually

Stakeholders: OPC

Deadline: Ongoing

# Priority 2: Institutional Vitality & Viability

Developing DU's capabilities and diversity frameworks are crucial in supporting the institution's mission both internally and externally.



## Objective 1

Define racism and explore our institution's intricate connection to its historical origins.

## Objective 2

Communication efforts should include climate surveys and other measures to assess the campus environment.

## Objective 3

Enhance individual understanding of institutional procedures for handling instances of bias and discrimination. Be familiar with where to seek assistance and the steps involved in addressing a complaint.

## Objective 4

Improve the human resources infrastructure at the university to tackle policies and practices that impact the environment.

## Objective 5

Improve the university's shared governance structure and practices to create a more engaged, inclusive, and understood decision-making process.

# Institutional Vitality & Viability Strategies

Define racism and explore our institution's intricate connection to its historical origins.

## 2.1 A

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**Develop a shared institutional definition of anti-racism informed by our Catholic, Sinsinawa Dominican heritage to incorporate in institutional mission and identity statements**

Timeline: Annually

Stakeholders: OJEI & MM

Deadline: Fall '25

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## 2.1 B

**Develop an inclusive history project**

Timeline: FY '26

Stakeholders: OJEI & MM

Deadline: Ongoing

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## 2.1 C

**Explore an institutional strategy for implementing restorative justice and truth and reconciliation.**

Timeline: Ongoing

Stakeholders: OJEI

Deadline: Ongoing

# Institutional Vitality & Viability Strategies

Communication efforts should include climate surveys and other measures to assess the campus environment.

## 2.2 A

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### **Establish a transparent dashboard to track progress of Climate & Equity Action Steps**

Timeline: FY '25

Stakeholders: OJTI

Deadline: FALL '24

## 2.2 B

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### **Outward facing communication to external community regarding the value of higher education and JEI**

Timeline: Ongoing

Stakeholders: OJEI

Deadline: Ongoing

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# Institutional Vitality & Viability Strategies

Enhance individual understanding of institutional procedures for handling instances of bias and discrimination. Be familiar with where to seek assistance and the steps involved in addressing a complaint.

## 2.3 A

### **Establish a Bias Response Team\***

Timeline: AY '25

Stakeholders: OJEI, OPC & SSE

Timeline: Fall '25

## 2.3 B

### **Host town halls to augment opportunities for dialogue and understanding with broad DU community participation**

Timeline: As needed

Stakeholders: OJEI, OPC & SSE

Deadline: Ongoing

## 2.3 C

### **Onboard Maxient software and train campus community on its use**

Timeline: Summer '24

Stakeholders: OJEI & IT

Deadline: Fall '25

## 2.3 D

### **Establish clear workflows for reporting and responding to both Bias and Title IX reports**

Timeline: AY '25

Stakeholders: OJEI & OPC

Deadline: Spring '25

# Institutional Vitality & Viability Strategies

Improve the human resources infrastructure at the university to tackle policies and practices that impact the environment.

## 2.4 A

### **Establish People and Culture unit**

Timeline: FY '24

Stakeholders: OPC

Timeline: Ongoing

## 2.4 B

### **Address employee relations issues to resolution in a timely manner to improve overall work environment**

Timeline: Annually

Stakeholders: OPC

Timeline: Ongoing

## 2.4 C

### **Create standardized hiring policies and procedures for internal and national searches**

Timeline: FY '24

Stakeholders: OPC

Timeline: Ongoing

## 2.4 D

### **Establish a pool of resources to recruit and attract a diverse candidate pool in hiring**

Timeline: FY '24

Stakeholders: OPC

Timeline: Ongoing



# Institutional Vitality & Viability Strategies

Improve the university's shared governance structure and practices to create a more engaged, inclusive, and understood decision-making process.

## 2.5 A

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**Finalize shared governance re-design process to create new shared governance model, committee structure and decision matrix, including revised handbooks and committee charges**

Timeline: FY '24

Stakeholders: Office of President

Timeline: Ongoing

## 2.5 B

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**Improve internal channels for communicating institutional decisions and issues, including website updates**

Timeline: Annually

Stakeholders: OPC

Timeline: Ongoing

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# Access & Success

Looking at student and employee success indicators like performance, advancement, and retention. This involves recognizing talent, supporting student success, and analyzing the factors that contribute to student achievements.



## Objective 1

Increase individual sense of community among BIPOC faculty, staff, and students and increase opportunities for persons with oppressed identities to name out loud their lived experiences and have them affirmed

## Objective 2

Increase strategies to retain & recruit BIPOC employees

## Objective 3

Keep progressing with the development and execution of our HSI Structure.

# Access & Success Strategies

Increase individual sense of community among BIPOC faculty, staff, and students and increase opportunities for persons with oppressed identities to name out loud their lived experiences and have them affirmed.

3.1 A

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## **Support and enhance Employee Affinity Groups**

Timeline: Annually

Stakeholders: OJEI & OPC

Timeline: Ongoing

3.1 B

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## **Support maintenance of student affinity organizations and cohorts: Pillars, Village, MLC, Beloved\***

Timeline: Annually

Stakeholders: SSE & MM

Timeline: Ongoing

3.1 C

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## **Support and enhance holding student affinity graduations**

Timeline: Annually

Stakeholders: SSE & OJEI

Timeline: Ongoing

3.1 D

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## **Radical Love Institute**

Timeline: Annually in the Fall

Stakeholders: OJEI

Timeline: Ongoing

3.1 E

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## **TRHT Healing Circles**

Timeline: Annually

Stakeholders: OPC

Timeline: Ongoing

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# Access & Success Strategies

Increase strategies to retain and recruit BIPOC employees.

## 3.2 A

### **Centralize hiring processes to ensure incorporation of inclusive recruitment practices**

Timeline: Annually

Stakeholders: OPC

Timeline: Ongoing

## 3.2 B

### **Broaden job postings to additional, diverse posting sites**

Timeline: Annually

Stakeholders: OPC

Timeline: Ongoing

## 3.2 C

### **Conduct a salary equity study**

Timeline: Annually

Stakeholders: OPC

Timeline: Ongoing

# Access & Success Strategies

Keep progressing with the development and execution of our HSI Structure.

## 3.3 A

**Enhance institutional infrastructure to promote and investigate HSI identity, servingness, and campus climate**

Timeline: Annually

Stakeholders: OHSI

Timeline: Ongoing

## 3.3 B

**Support the continued development of the new Office of HSI**

Timeline: Annually

Stakeholders: OHSI

Timeline: Ongoing

## 3.3 C

**Become the leader of a network for culturally responsive ministry (PASOS)\***

Timeline: Annually

Stakeholders: M&M

Timeline: Ongoing

# Education & Scholarship

Strengthen the teaching and learning environment and curriculum to center diverse perspectives and eliminate equity gaps in student outcomes.

## Objective 1

Encourage the faculty and academic programs to engage diversity in curriculum, pedagogy, and in their research and creative activities.



# Education & Scholarship Strategies

Encourage the faculty and academic programs to engage diversity in curriculum, pedagogy, and in their research and creative activities.

## 4.1 A

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**Restructure the Center for Teaching Learning Excellence (CTLE) into a pedagogical center that prioritizes institutional growth in culturally responsive teaching methods**

Timeline: Annually

Stakeholders: Office of the Provost

Timeline: Ongoing

## 4.1 B

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**Conduct an audit of courses tagged as “meeting the social justice requirement” to identify gaps by discipline, program and college**

Timeline: Annually

Stakeholders: OJEl

Timeline: Ongoing

## 4.1 C

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**Investigate and develop use of a comprehensive learner record (CLR) as a companion to the academic transcript to incorporate student cocurricular and experiential learning competencies**

Timeline: Annually

Stakeholders: OJEl, Office of the Provost, Registrar

Timeline: Ongoing

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# Glossary

**Beloved Community:** a faith formation and leadership development fellowship for students who are interested in learning from the experiences of Black communities and the spiritualities of African-descended peoples in and around the city of Chicago. Together they work toward Dr. Martin Luther King, Jr.'s vision of achieving concrete peace and agapic love. The Beloved Community utilizes the theologies, cultures, and histories of Black churches in the United States as a lens for the students' service.

**Bias Response Team (BRT):** a working group of subject matter experts who strategize how to address reported incidents of bias and discrimination

**Bystander:** Bystander Intervention is recognizing a potentially harmful situation or interaction and choosing to respond in a way that could positively influence the outcome.

**Employee Affinity Groups:** employee-led and facilitated groups formed around interests, backgrounds, identities, and a common bond

**Faith for Change:** a fellowship program in which students learn and practice civic engagement skills at the intersection of faith and activism while engaging in interfaith dialogue and cooperation

**Halal:** denoting or relating to meat prepared as prescribed by Muslim law

**Interfaith Cooperation Committee:** The Dominican University Interfaith Cooperation Committee is a group of university faculty, staff and student leaders charged with advancing our mission by engaging diverse religious, spiritual, and value-based worldviews in order to create a supportive interfaith environment and prepare our community for global citizenship.





# Glossary

**JEDI:** Justice, Equity, Diversity, Inclusion is an intensive, 16-hour workshop, set over the course of the semester. Four four-hour sessions will cover concepts such as privilege, oppression, understanding isms, socialization, race and racism within higher education and DU, white supremacy, joy and liberation, and action steps to pull it all together—with a little Star Wars mixed in!

**Kosher:** premises in which food is sold, cooked, or eaten, satisfying the requirements of Jewish law.

**Ministry en lo Cotidiano (MLC):** leadership development and faith formation fellowship for undergraduate students interested in experiencing faith-based service in Latine communities in Chicago and the surrounding suburbs.

**PASOS:** The PASOS Network is a national community of praxis that transforms higher education institutions to cultivate un protagonismo for the Church and society through culturally sustaining practices rooted in the faith traditions of Latine students and the communities from which they come. It fosters collegiality and creativity amongst Catholic institutions, especially those who are concerned with doing culturally responsive work through every practice that touches faith, justice and Catholic identity.

**Pillars Scholars:** A program designed for social justice-oriented students who are interested in becoming the global leaders of today and tomorrow.

**The Village:** a leadership development program, which fosters retention, persistence and graduation, for students who identify as African American.

**Vector:** Vector delivers online compliance and prevention training solutions to over 350 colleges and universities. We use it for Bias and Title IX training



Equity works when you do

## Questions? Contact Us:

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