

Audit Questionnaire Step 2: Defining the Academic/Mission-Centered Case for Diversity and Inclusion

1. Is diversity mentioned in the mission statement?

Yes No Indirectly (e.g., diverse community)

Please include the specific reference here:

2. Is inclusion mentioned in the mission statement?

Yes No Indirectly

Please include the specific reference here:

3. Is diversity mentioned in the vision statement?

Yes No Indirectly

Please include the specific reference here:

4. Is inclusion mentioned in the vision statement?

Yes No Indirectly

Please include the specific reference here:

5. Are diversity and inclusion included in a values statement?

Yes No Indirectly

Please include the specific reference here:

6. Does the institution have a separate diversity statement?

Yes No

7. Is the diversity statement an official statement of the institution?

Yes No

8. Is the academic case for diversity and inclusion clearly identified in the institution's mission statement?

Yes No

9. Is the academic case for diversity and inclusion clearly identified in the strategic plan?

Yes No

10. Is the academic case for diversity and inclusion aligned with accreditation standards?

Yes No

11. Is the academic/mission-centered case for diversity and inclusion articulated in university or college policies?

Yes No

a. If yes, which policies? List all—use additional sheets of paper as needed.

b. Which policies will need to be revised to include this reference? List all.

12. Do the institution's mission statement and/or mission-related policy statements link the academic case for diversity to educational outcomes and the students served? (Questions 12–14 are derived from criteria identified in Coleman et al., 2010.)

Yes No

13. Do the institution's mission statement and/or mission-related policy statements reflect the value and priority given to diversity?

Yes No

14. Do the institution's mission statement and/or mission-related policy statements describe multiple dimensions of diversity in relation to strategic goals?

___Yes ___No

15. Are institution-specific historical barriers to diversity referenced in the mission statement and/or mission-related policies?

___Yes ___No

16. Is the academic/mission-centered case for diversity and inclusion published on the university or college website?

___Yes ___No

If yes, please provide the location(s):

17. Is specific attention given to the academic/mission-centered case for diversity and inclusion in college or university processes?

___Yes ___No

a. If yes, which processes? Check all that apply.

- Academic decisions
- Advertising
- Approval for new positions
- Branding/marketing
- Budgetary decisions
- Cocurricular and service-learning
- Compensation programs
- Curricular offerings
- Faculty evaluation/promotion/tenure
- Hiring
- Performance evaluation for administrators
- Performance evaluation for staff
- Position descriptions
- Recruitment (job postings)
- Staff advancement
- Student evaluations
- Other (please specify):

b. If no, what processes should take priority in making the academic case for diversity?

18. Has the academic/mission-centered case for diversity and inclusion been communicated publicly to the university or college community other than through the website or strategic planning documents?

____ Yes ____ No

19. If the answer to the preceding question is yes, what communication vehicles have been used?

20. How familiar are most faculty, administrators, and staff with the academic/mission-centered case for diversity and inclusion? Use the rating of Familiar, Somewhat Familiar, Not Familiar.

Faculty: _____

Administrators: _____

Staff: _____

21. How often is the academic/mission-centered case for diversity and inclusion reviewed and discussed?

____ Never

____ Annually

____ Reviewed in conjunction with strategic planning cycle

____ Other (please explain):

22. Does each college or school have a diversity plan?

____ Yes ____ No

a. If no, what number and percentage of the colleges and schools have a diversity plan?

____(number) ____ (%)

b. Do college and school diversity plans state the academic/mission-centered case for diversity and inclusion?

____ Yes ____ No ____ Some do

Please explain:

c. Are college and school statements aligned with the larger institutional diversity and inclusion statements?

____ Yes ____ No ____ Some are

Please explain:

Summative Evaluation: Please provide a summative evaluation of the results of this questionnaire and concrete steps for enhancement:

Goals for enhancement:

1.

2.

3.
