

Audit Questionnaire Step 5: Gauging the Progress of Diversity Strategic Planning

1. Does the institution have a current diversity strategic plan?

___ Yes ___ No

2. Are diversity values and goals incorporated within the university's or college's overall strategic plan?

___ Yes ___ No

Please note where and how diversity values and goals are reflected in the university or college strategic plan:

Section: _____

Reference: _____

Section: _____

Reference: _____

Section: _____

Reference: _____

Section: _____

Reference: _____

Add additional pages as needed.

3. What is the time frame identified for diversity planning and goal achievement?

4. Are interim reports required?

___ Yes ___ No

The following questions pertain to diversity strategic plans that are separate from institutional strategic plans.

5. If a separate diversity plan has been developed, what frameworks or models are used? Check all that apply.

Diversity or Equity Scorecard

IE

Multicontextual model for diverse learning environments

Smith's progressive model

Social justice

Other (please identify):

6. When was the last diversity plan or update to a plan completed?

7. Were the results (outcomes) from the last plan incorporated into the current plan?

___ Yes ___ No

8. What specific dimensions or themes relating to diversity and inclusion are identified for study/assessment?

9. Which constituencies provided input for the plan?

- Administrators
- Board of trustees
- Diversity council
- Diversity officer(s)
- Executive leadership
- Focus groups
- Faculty senate
- Tenured and tenure-track faculty
- Non-tenure-track full- and part-time faculty
- Staff
- Student body council
- Students
- Other (please specify):

10. Does the plan define key terms such as *diversity*, *inclusion*, *underrepresented*, and so on?

___ Yes ___ No

11. Is the plan concise and easy to read?

___ Yes ___ No

12. Does the plan include specific time frames, evaluative measures, and accountability for the accomplishment of objectives?

___ Yes ___ No

If no, what elements are lacking?

13. What measures of cultural change are addressed in diversity planning?

14. Does the plan provide specific mechanisms for the evaluation of process-based outcomes for equity?

For nonacademic administrators Yes No

Specific processes: _____

For academic administrators Yes No

Specific processes: _____

For full-time faculty Yes No

Specific processes: _____

For part-time faculty Yes No

Specific processes: _____

For staff Yes No

Specific processes: _____

For students Yes No

Specific processes: _____

15. What is the role of the board of trustees identified in terms of process review? Please explain with specific examples:

16. In what ways does the plan address how behavioral practices and intergroup relations will be enhanced and improved?

17. In what specific dimensions of the plan is diversity organizational learning addressed?

18. Does the plan address diversity leadership competencies and how these are evaluated?

Yes No

19. Does the plan include resources for goals that have been identified?

Yes No

20. Does the plan provide guidelines for colleges and schools for decentralized diversity planning?

___Yes ___No

21. Does the plan require annual updates from decentralized units on goal attainment?

___Yes ___No

22. Does the plan address recognition for goal attainment?

___Yes ___No

Systemic Diversity Planning

23. Please explain how divisional/departmental/and unit plans contribute to the institution's overall diversity strategic planning process.

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

Goals for enhancement:

1. _____
2. _____
3. _____