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. ____________________________________________________________________________