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: __________________________________________________________________________
   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
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
AUDIT QUESTIONNAIRE STEP 5

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/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. ____________________________________________________________