

Striving for a More Diverse Community

Creighton University Diversity Forum—February 28, 2006

Institutional Priority: To create a diverse human community of students, faculty, and staff

At Creighton University, “diversity” describes the rich variety of (a) states of being, (b) ways of thinking, and (c) individual, group, and organizational behaviors that are present in our community. Creighton University is committed to a policy of welcoming all expressions of diversity that are in keeping with the Ignatian tradition of fostering an inclusive, compassionate, and respectful environment for our students, staff, faculty, and guests. Creighton University’s Diversity Coordinating Committee exists to develop, implement, promote, and support initiatives that further the University’s commitment to diversity.

Goal for the day/event: To bring people together in an “open stakeholder meeting” in order to take this institutional strategic priority and begin to operationalize goals and courses of action in support of the priority.

Goal for the long-term: To create a diverse human community of students, faculty and staff at Creighton in light of our definition of diversity (see above) using and building on the courses of action created at the Diversity Forum.

Accomplishing these Goals—Schedule for Diversity Forum

- 8:00-8:30 Continental breakfast
- 8:30-9:00 *Welcome*—Mr. John Pierce
- Opening Address on Striving for a More Diverse Community*—Fr. John Schlegel
- 9:00-10:30 *Breakout 1** (Dr. Scott Chadwick): Working group sessions and report-outs related to objectives that:
- Creighton will exhibit gender and ethnic balance when recruiting and retaining faculty, staff and students
 - At a minimum, underrepresented minority students, faculty and staff will constitute a percentage of the Creighton population, consistent with demographics of Omaha and surrounding region
 - Retention rate of under-represented minorities—students, staff and faculty—will equal or surpass that of their majority counterparts
- 10:30-10:45 *Break*
- 10:45-12:00 *Breakout 2** (Dr. Scott Chadwick): Working group sessions and report-outs related to objectives that:
- Faculty, staff and students will exhibit cultural competence/proficiency and awareness of the significance of global diversity
 - Creighton will develop strong relationships with local and regional minority communities
- 12:00-1:00 *Lunch* (to include consultant perspective on Breakout Sessions 1 and 2 starting at 12:30 from Dr. Joseph White and Dr. JoAnn Moody)
- 1:00-1:45 *Reflection↔Realism: Logistics of and Resources for Proposed Initiatives*
—President’s Cabinet: statements and question/answer
- 1:45-2:00 *Break*
- 2:00-3:30 *Where Do We Go From Here: Feedback and a Look Ahead*
—Dr. Joseph White and Dr. JoAnn Moody: end-of-day feedback from consultant perspective and question/answer
—Fr. John Schlegel: end-of-day feedback from Creighton University perspective

* For breakouts, each University unit will have a facilitator from within to guide the working session, and a template for action plans will be used to standardize and clarify the process.