



**University Strategic Priority 5\***

***Enhance diversity university-wide and foster a culture of inclusion***

This priority is a continuation of our commitment to diversity and inclusiveness and a renewal of that commitment for the future. Our framework for diversity recognizes historically underrepresented persons/groups in the areas of *race, ethnicity, gender, sexual orientation, veteran status, and ability status*. This framework is coupled with added recognition of dimensions that speak to *nationality, religion, socioeconomic status, diverse experiences, perspectives, and attributes* that can enhance the scholarly and learning environment. However, diversity alone is not enough. The university must strive to develop a culture of inclusion where diversity is coupled with the principles of value, trust, and respect to create an inclusive campus culture. We will actively pursue the benefits of diversity for all aspects of our mission.

***Goal 5.1 Recruit and retain a critical mass of traditionally underrepresented and international students***

**Objective 5.1.1** Strengthen the pipeline of underrepresented students from high schools and community colleges to the university

**Objective 5.1.2** Improve student retention and graduation rates (e.g., through enhancing financial aid, academic and student support services, etc.)

**Objective 5.1.3** Ensure that UC Denver offers a nurturing environment and a culture of inclusion and respect for diversity for students from diverse backgrounds

**Objective 5.1.4** Develop innovative ways to recruit and retain underrepresented and international students in graduate and professional programs

**Objective 5.1.5** Develop longitudinal systems that track elementary, middle school, high school, and college participants in pipeline programs, including those within the university

***Goal 5.2 Recruit and retain a diverse faculty and staff throughout the university***

**Objective 5.2.1** Increase the number of applications from prospective faculty and staff from diverse and underrepresented areas

**Objective 5.2.2** Offer training programs and leadership development that support recruitment and retention efforts, unearth unconscious biases within the university's culture, and foster a nurturing environment for people of diverse backgrounds

**Objective 5.2.3** Expect and support an institutional climate of inclusiveness, mutual respect, and understanding

***Goal 5.3 Expand research and community-based programs to reduce health and educational disparities***

**Objective 5.3.1** Strengthen or develop distinctive programs, for example those that improve the health and well-being of American Indian/Alaskan Natives

**Objective 5.3.2** Strengthen or develop distinctive programs that reduce educational achievement gaps among children

**Objective 5.3.3** Facilitate effective interactions among units focused on health and educational disparities

**Objective 5.3.4** Pioneer strategies to eliminate geographic and ethnic health care disparities; improve the prevention, cure, and the amelioration of disease; and develop systems to enhance health and wellness

***Goal 5.4 Demonstrate and communicate the university's commitment to diversity***

**Objective 5.4.1** Engage with underserved communities in Colorado and beyond by providing meaningful services and engaging in mutually beneficial sustainable relationships and partnerships

**Objective 5.4.2** Continuously review and renew curricular content and learning objectives to incorporate diversity components and to promote dialogue, mutual respect, and cultural sensitivity

**Objective 5.4.3** Develop communication strategies that effectively promote a sense of shared community among diverse internal and external stakeholders

**Objective 5.4.4** Articulate appropriate benchmarks for success and hold people accountable for their achievement