University of Colorado Denver
A 21st Century University Strategic Plan

**Enhance diversity universitywide 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. The university currently has the most diverse student body of any of Colorado's research universities: 26 percent of undergraduate students, 12 percent of graduate students, and 20 percent of first professional students are students of color. The Hispanic/Latino/a student population remains our fastest growing segment. The university also prides itself on the increasing diversity of its workforce.

While these average statistics may be encouraging, they do not fully capture the range of enrollment differences across campuses, particularly among the health professions at the Anschutz Medical Campus. There is much more work to be done. We must increase significantly the number of applications from prospective underrepresented faculty, staff, and students and convert these applications into employees and matriculates. UC Denver acknowledges that it has a special responsibility to address the unique educational needs of diverse high school students in metro Denver and, in particular, those talented students who choose to stay in Denver and seek a university degree.

The goals and objectives that follow seek to take the university to a higher level of inclusiveness by recruiting, retaining, and graduating a diverse student body; through applied and clinical/translational research on ethnic and geographic disparities; by recruiting and retaining a diverse workforce, including university leadership; by sensitivity to differing health care needs; and by communicating strongly and consistently a commitment to diversity and a culture of inclusion. The university believes deeply in the educational value and benefit of diversity and embraces those with diverse backgrounds in our community.

**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
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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 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