



Faculty Senate Meeting

Lehigh University Diversity,
Inclusion & Equity Action Plan

An Unequivocal Commitment to Promoting Diversity, Inclusion and Equity

Our Mission Statement commits Lehigh University to being a “caring community deeply committed to harmonious cultural diversity as an essential element of the learning environment.”

PRIORITY:

Enhance Our Culture

We envision an equitable culture and campus environment in which the quality of one's experiences and outcomes do not differ based on one's identity group. To achieve this, the Lehigh community is thinking creatively, and listening to all of the communities most impacted by systemic neglect or discriminatory attitudes or behaviors.

PRIORITY:

Improve Institutional Infrastructure

Our goal is to evaluate and reimagine Lehigh's institutional infrastructure to ensure progress in achieving its diversity, inclusion, equity and antiracism goals.

PRIORITY:

Diversify Faculty and Staff

A more diverse faculty and staff and a deeper, more widespread understanding of diversity issues will enable us to provide a balanced educational experience both inside and outside the classroom. It will also better prepare Lehigh students to be successful global citizens and leaders in a complex and changing world.

PRIORITY:

Expand Student Access and Support

Recruiting, retaining and graduating a talented and diverse student body are critical to attaining a truly equitable community and to preparing our students to become successful leaders in a diverse, multicultural and global world. To do so, we must provide the best educational opportunities and build a supportive environment that ensures that all students feel welcome, understood and able to express their perspectives, experiences and views in a context of mutual respect.

1. Enhance Our Culture.

- Implemented programming, such as the weekly campus-wide Community Conversations About Race series hosted by the Office of Multicultural Affairs, and regular events through the Center for Gender Equity and the PRIDE Center, among others
- Developed and established a new Chosen Name Policy and Policy for Designating Gender Identity and Legal Sex, also known as the Gender Identity Policy
- Convened the Lehigh University Police Department (LUPD) Review Committee to strengthen relationships between LUPD and the Black, Indigenous and People of Color (BIPOC) communities of Lehigh, as well as with the surrounding community
- Received recognition for efforts to enhance our inclusive community, such as Higher Education Excellence in Diversity (HEED) Awards from INSIGHT Into Diversity magazine, ranked on College Consensus' "LGBTQ Friendly Colleges" list and named among "The 30 Safest Colleges for Jews" by Forward

2. Improve Institutional Infrastructure.

- Established antiracism task force
- Secured \$2.5 million endowment to create the Marcon Institute for research and study on social injustice
- Reexamined guidelines for prioritizing diversity, inclusion and equity commitment in processes, such as the contractor selection process
- Expanded mental health and wellness staff, as well as increased accessibility to services, in order to support a neuro-diverse student body

3. Diversify Faculty and Staff.

- Joined the National Science Foundation's iChange/Aspire network. The Aspire Alliance is a national project aimed at developing more inclusive faculty recruitment, hiring and retention in STEM disciplines at universities throughout the U.S.
- Developed and implemented practices to improve faculty diversity, such as the Faculty Diversity Search in Engineering
- Added to the university's professional development offerings for faculty and staff to encourage diversity, inclusion and equity learning, such as through the Cornerstones of Community and Faculty Workshop on Inclusive Excellence

4. Expand Student Access and Success.

- Expanded support for diverse and underrepresented undergraduate and graduate students through new programs, such as those supporting women in STEM, first-generation and limited-income students, Jewish Student Center
- Developed and implemented new approaches to recruiting diverse and underrepresented undergraduate students
- The College of Business implemented a partnership with Xavier University of Louisiana, an historically black college, to enhance access to graduate education for underserved populations

Category	Segment/Section/Topic Area	Metric or Indicator
Diversify Faculty and Staff	recruitment	X% increase in diversity of hiring pools
Diversify Faculty and Staff	retention/advancmenet	Distribution of staff performance reviews are consistent across race, gender, caregiver status, etc.
Expand Student Access and Support	Student, Infrastructure	Increase BIPOC Undergraduate and Graduate Student Enrollment, retention, completion of degree by X%
Expand Student Access and Support	Student	% increase in schools, CBOs, counselors, HBCUs, honors organizations, or other possible outreach groups reached with programming (attendance #s) and YOY growth in BIPOC student application, yield and successful completion of the first year at Lehigh
Diversify Faculty and Staff	Composition	% increase in BIPOC/gender diversity in Faculty and Staff - ranks and levels and units
Diversify Faculty and Staff	recruitment	x% increase diversity in later stages of search cycle (long list, short list, finalists, offers)
Expand Student Access and Support	Student, Faculty	Increase in # of course descriptions explicitly containing DEIJ-related learning objective(s) and measured DEIJ learning outcomes
Diversify Faculty and Staff	infrastructure/ research support	X% increase funding opportunities for research areas where URM have parity in representation at Lehigh

Category	Segment/Section/Topic Area	Metric or Indicator
Diversify Faculty and Staff	recruitment	Reduce gap by x% in starting salary/start up packages are equitable; this includes dual career support, lab space, TA/RA commitments, etc.
Diversify Faculty and Staff	retention	decrease non-retirement attrition in URM faculty & staff- (reduction in unhappy departures- at all titles)
Diversify Faculty and Staff	retention/advancement	Increase investment to increase BIPOC/URM faculty and staff attending professional development related to leadership or career planning (NCFDD's FSP program, ACE fellows, other) or other prof/research career needs by X%
Expand Student Access and Support	Student	Decrease #s of BIPOC student transfer requests, withdrawal, other possible pre-retention 'red flags' by gender and SES
Diversify Faculty and Staff	Composition	% increase in BIPOC / gender diversity in leadership (manager, director, chair, etc) and tenured and full professor
Diversify Faculty and Staff	retention/advancement	increase % staff of color being promoted/reduce demotions
Diversify Faculty and Staff	retention/advancement	Distribution of tenure success is consistent across race, gender, parental status, tenure extensions, etc.
Diversify Faculty and Staff	retention/advancement	Distribution of time to full professor consistent across race, gender, and discipline

Join Us

Our community is committed to change and to the enhancement of our Diversity, Inclusion and Equity programs and actions. While progress in recent years has addressed important gaps, the work is far from over. These times call for more bold steps and well-executed initiatives to become a truly inclusive community that fosters respect and civil discourse for all.

Lehigh University becomes the best example of an inclusive educational institution among colleges and universities in order to sustain and strengthen our status as a leading institution for education and research where our diverse community thrives and succeeds.



Discussion?

Embed EAB Across Major Project Milestones.

- Project Kickoff – November 10, 2021
 - Assemble an annotated list of cross-sector ‘must reads’ for the committee
 - Educate cabinet and senior leadership on industry trends related to the DI&E
- Stakeholder Consultation
 - Strategize with planning committee in advance of working group meetings
 - Assess current practices against best practices to identify opportunity areas
- Action/Working Plan Development
 - Convene working sessions on metric/KPI development to “fast-track” critical decisions for senior deliberation
 - EAB researchers read and provide detailed feedback on metrics/KPIs
- Implementation Stages
 - EAB researchers read and provide detailed feedback on draft action/working plan
 - Map resources and implementation tools to final plan
- Troubleshooting and Follow-Up
 - Respond to ongoing questions with targeted research, resources, and networking
 - EAB experts join standing committee meetings to troubleshoot plan progress



Prioritized Metric Development

- CEC working groups develop metrics/KPI
- Prioritized Metrics
 - Important to stated goals and objectives
 - Easy to implement
 - Identifiable path to success
- Benchmark/Semi Annual Reporting
 - Benchmarking data
 - Captured on a regular basis
- Output Strategy
 - Achievement of a practice or strategy to improve an outcomes based metric

Diversity: The attributes, backgrounds and experiences of the students, faculty, staff and alumni that enhance the core mission of Lehigh University; to advance learning through the integration of teaching, research, and service to others.

Inclusion: The achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.

Equity: Ensuring everyone has what they need to be successful.

Racism: A marriage of racist policies and racist ideas that produces and normalizes racial inequities.

Racist policy: any measure that produces or sustains racial inequity between racial groups.

Antiracist policy: any measure that produces or sustains racial equity between racial groups.

Racist idea: any idea that suggests that one racial group is inferior or superior to another racial group in any way.

Antiracist idea: any idea that suggests the racial groups are equal in all of their apparent differences.

Racist: Someone who is supporting a racist policy through their actions or inaction or expressing a racist idea.

Antiracist: someone who is supporting an antiracist policy through their actions or expressing an antiracist idea.