

Office for **Equity and Diversity**

Enhancing the Impact of the University's Equity and Diversity Efforts

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Dr. Katrice Albert

Vice President for Equity and Diversity

- Fall 2012: highest numbers of African American (3,054) and Latino (1,305) students in Louisiana State University history.
- Diversity and engagement – two of the strategic priorities of the LSU National Flagship Agenda.
- Establishment of domestic partnership benefits for faculty and staff.

Strategic Priorities

- Recruiting and retaining underrepresented faculty and students
- Addressing issues of climate for diverse individuals and communities within the University
- Creating and enhancing strategic partnerships internally and externally

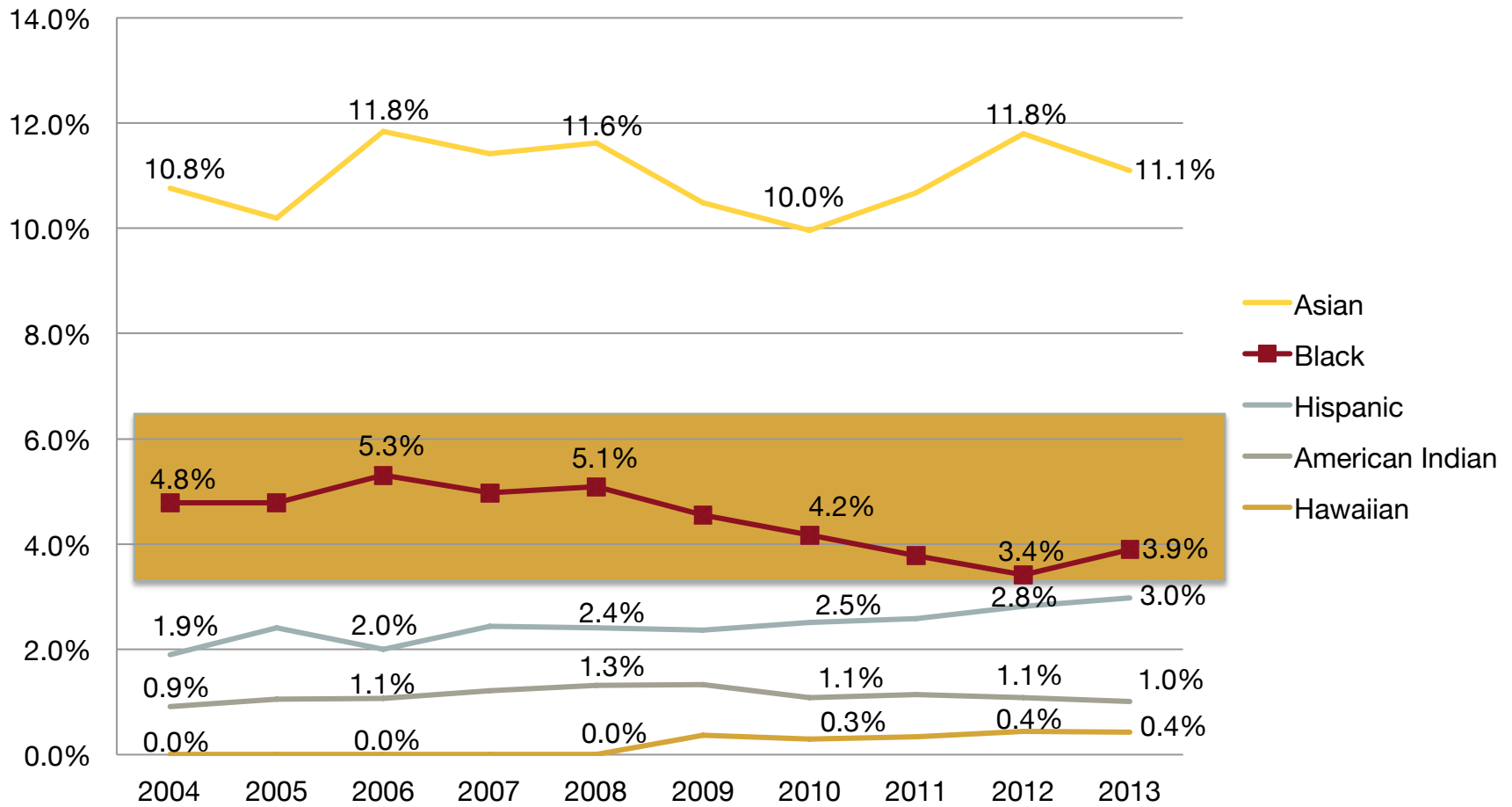
Recent Office for Equity and Diversity Presentations to the Board of Regents

- Equity & Diversity: Pathways to Success
- Impact of Activities of the Office for Equity and Diversity
- Advancing Faculty Diversity: Recruitment, Research & Teaching
- Implementation of the University's Equity and Diversity Vision Framework

African American Male Student Participation in Higher Education

- In 2012, Black men comprised only 3.6% of students enrolled at institutions of higher education (National Center for Educational Statistics, 2012).
- In 2009, Black men were only 3.6% of undergraduate students, but 55.3% of football and basketball players at public NCAA Division I institutions (Harper, 2012).
- Six-year graduation rates for Black male students attending public colleges and universities was 33.3%, compared to 48.1% for students overall (Harper, 2012).

Twin Cities New Freshmen (NHS) Students of Color by Race/Ethnicity



Strategic Priorities

- Representational diversity
- Campus climate
- Strategic, mission-driven academic equity and diversity goals



Framing the Conversation about Race and Higher Education



MLive Media Group, 2014

- White students have a significantly ($p < .05$) higher sense of belonging than Asian, Black, and International students.
- Hispanic students have a significantly ($p < .05$) higher sense of belonging than Black and International students.

University of Minnesota Student Experience in the Research University (SERU) Survey, 2012

Framing the Conversation about Race and Higher Education



MLive Media Group, 2014

- White students have a significantly ($p < .05$) higher sense that the climate for race/SES is more welcoming than American Indian, Asian, Black, Hispanic, and International students.
- Asian, Hispanic, International and students with an unspecified race all had significantly ($p < .05$) higher perceptions of campus climate than Black students.

University of Minnesota Student Experience in the Research University (SERU) Survey, 2012

Strategies for Inclusive Excellence

- Campus Climate Working Group
- University Students of Color Executive Committee
- Huntley House for African American Men
- Multicultural Center for Academic Excellence

Systemwide Strategic Listening

Twin Cities

- *Faculty*
January 28, 2014
- *Staff*
February 6, 2014
- *Students*
March 11, 2014

System Campuses

- *Crookston*
September 9, 2013
- *Morris*
November 18, 2013
- *Duluth*
November 19, 2013
- *Rochester*
February 5, 2014

Discussion

- How do we prepare for and address these cycles of urgency and harness the talent of those who are feeling the pain and yet still willing to be a part of the solution?
- What are your thoughts about what it takes for the University community to remain engaged in long-term strategies?