

Life Pacific University

Diversity Action Plan

1. Create new, and improve existing, **Institutional Structures** to support diversity, equity, and inclusion
 - a. Hire a Director of Diversity, Equity, and Inclusion (President) – Completed 8/3/2020
 - b. Create an Office of Diversity and Inclusion (Ad Council) - Completed 8/3/2020
 - c. Finalize the structure and purpose of the Multi-cultural Student Organization (OSD, ODI)
 - d. Review Academic Programs and Curriculum to ensure diversity, equity, and inclusion are adequately addressed (Academic Office)
 - e. Create/Review institutional policy addressing hate crimes, hate speech, and microaggressions (Diversity Committee, ODI, and Ad Council)
 - f. Identify departments that have or should have departmental goals related to diversity and follow up assessment of those goals (Diversity Committee, ODI, and Ad Council)
 - g. Create support structures for international students (ODI, Global Life, OSD)
2. Prioritize **institutional resources** towards diversity and inclusion across campus for a sustainable future.
 - a. Formulate a strategic objective related to diversity and inclusion within the strategic plan and follow up on progress (Diversity Committee and Strategic Planning Committee)
 - b. Develop processes and systems to ensure hiring of diverse faculty and staff that is reflective of diverse student population (Human Resources, Academic Office, BOT)
 - c. Ensure the annual budget process includes a review of how the budget supports diversity and inclusion concerns (Budget Committee)
3. Develop a comprehensive diversity **training** plan for capacity building for students, staff, and faculty
 - a. Provide student training (OSD, ODI)
 - i. Student leadership participation in higher education conferences (Biola SCORR Conference, CCCU Diversity Conference, NCORE)
 - ii. Identify trainings
 - iii. Create a schedule
 - b. Require all full-time staff and faculty to complete diversity and inclusion training annually (ODI, Human Resources, Academic Office)
 - i. Identify trainings
 - ii. Create a schedule
 - c. Identify and provide access to important research on diversity and inclusion, particularly related to higher education (ODI, IRO)
 - d. Investigate hosting an LPU diversity conference (ODI, Diversity Committee)
4. Establish appropriate levels of **Communication** on diversity and inclusion with all constituents
 - a. Create a communication plan to communicate to the campus constituents the Diversity Committee's purpose, goals, and work (Diversity Committee)
 - b. Provide opportunities for institutional dialogue on diversity and inclusion through various events (ODI, OSD, HR)
 - c. Develop connections and partnerships with churches from diverse demographics within the Foursquare denomination and beyond to identify potential faculty and staff, strengthen international student clubs, and continue to diversify enrollment (President, ODI, Academic Office)
 - d. Develop and enhance tools (such as surveys and focus groups) to obtain student, staff, faculty, and external perspectives on relevant issues (IRO, ODI)
 - e. Improve processes for reporting concerns and incidents of discrimination and harassment (HR, OSD, ODI)

- i. Ensure effective reporting processes for concerns related to diversity, equity, and inclusion.
 - ii. Ensure all students and employees understand the reporting processes for concerns related to diversity, equity, and inclusion
- f. Ensure applicants are informed of LPU's stance on Diversity and Sexual Identity issues prior to enrollment. And employees prior to hire. (Admissions Office, Human Resources)