

Two Roads, One Destination

Our institutional commitment to diversity, equity, and inclusion requires broad participation across campus. The Departmental Readiness Evaluation (DRE) and Diversity Action Plan (DAP) are two parallel processes designed to encourage department-level planning and coordination needed to support SPU's university-wide diversity goals.

Which Road Should Your Department Take?



Departmental Readiness Evaluation (DRE)

Diversity Action Plan (DAP)

PURPOSE

Facilitate a process of department-level reflection, reporting, and strategic planning for diverse hiring.



PURPOSE

Provide an avenue for departments to conduct their own planning process and identify initiatives to support the broader university diversity goals.

TIMELINE

Academic departments are expected to complete the DRE within the next three years (2018-2021).



TIMELINE

Non-academic departments are expected to develop and implement a DAP within the next three years (2018-2021).

ADMINISTRATIVE LEADERSHIP

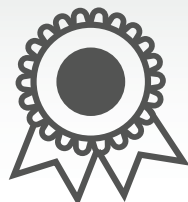
The Faculty Diversity Committee (FDC), in collaboration with the Office of Diversity, Equity, and Inclusion (ODEI) and Deans' Cabinet.



ADMINISTRATIVE LEADERSHIP

Office of Diversity, Equity, and Inclusion (ODEI)

UNIVERSITY-WIDE DIVERSITY GOALS



1. Reflecting the diversity of God's kingdom
2. Cultivating diversity and reconciliation competencies
3. Fostering an environment of belonging
4. Maximizing resources for equitable outcomes

Diversity Seed Grants: Academic departments initiating the DRE and non-academic departments developing a DAP are both eligible to apply for a diversity seed grant through the ODEI.

