

EXECUTIVE SUMMARY

Charged by our Provost in 2019, Dean Krishnan convened a team of faculty, staff and students to develop a strategic plan that commits to upholding our values, in which Heinz College strives to foster an open, equitable, and inclusive environment where people of all identities and experiences are welcome; all are encouraged to participate in the energetic exchange of ideas; there is a shared focus on ensuring the success of our students, faculty, and staff; and where, as a community, we unlock innovations that will improve the human condition. This plan is a guiding document that presents the current state of our diversity and inclusion efforts, so that we may embark on the work ahead, clear-eyed, with a shared set of facts and outlines our path forward.

We are at a critical point in our diversity, equity, and inclusion journey that requires intelligent and bold action that is enduring. The progress we have made is not enough, and we are not where we strive to be as a college that is fully inclusive and equitable in all that we do. To know where we want to be, we had to discover where we are as a community. A committee of faculty, staff, and students, led by four co-chairs, embarked on creating this strategic plan. First, we reviewed existing programmatic initiatives, curricular, and co-curricular activities we pursue as a college. Next, we sought to analyze existing data to map our community composition for staff, faculty, and students. Finally, through focus group sessions, community dialogues, and ongoing student feedback, we identified areas to improve and actions to take to improve our college's ability to be diverse, equitable, and inclusive. In doing so, we identified these three overarching goals.



Improve Diversity and Retention:

We will develop and follow best practices for the recruitment and retention of faculty students, and staff who contribute to the diversity goals of the College. We aim to create and maintain a “critical mass” of graduate students from historically underrepresented groups to obtain the educational benefits that flow from a diverse student body and to develop a pipeline of diverse scholars for future opportunities.

We strive to meet or exceed any placement goals for faculty and staff job groups specific to Heinz College – identified in the University's affirmative action program under Executive Order 11246.

Create a Multicultural and Inclusive Climate:

We will invest in practices that cultivate a sense of belonging for all community members by providing support which leads to retention and success.

Foster Transparency:

We will create a culture of accountability and increased intentionality around diversity initiatives, practice, and policies to reflect the institutional commitment.

This plan serves to operationalize concrete steps so that we are able to work toward our goals and contribute to transformative change. While slow, measured steps are expected, we are listening and are holding ourselves accountable for fast-tracking this journey.