

**Enrollment Management Association 2017 Annual Conference
From Diversity to Plurality - Thursday 9/14 @ 3:30 pm**

Important Terms:

Diversity: _____

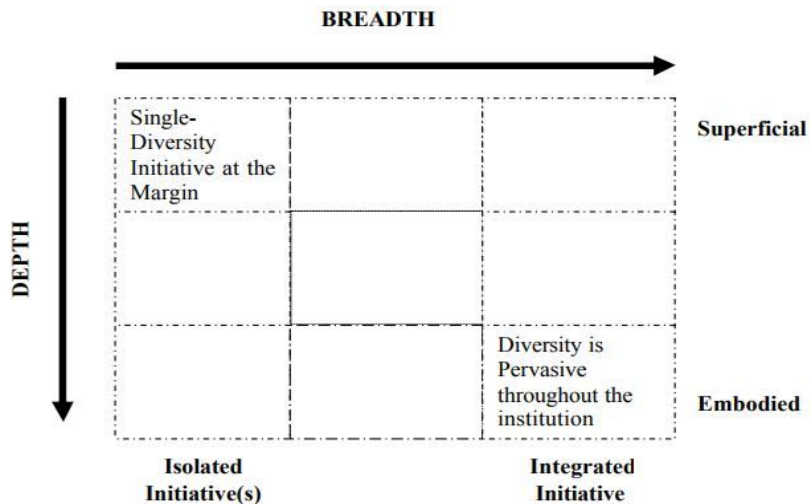
Plurality: _____

Inclusion: _____

Multiculturalism: _____

James Irvine Foundation Campus Diversity Initiative: Institutionalization Matrix

“This grid of “breadth and depth” is designed as a heuristic tool for assessing the state of diversity initiatives on college campuses (see figure below). Breadth accounts for how well single units are integrated across the campus (horizontal state). Depth focuses on the extent in which superficial engagements have moved from the margins and have become embodied in the core values of the institution (vertical state). As a heuristic tool, the lines separating the various boxes are perforated to symbolize the permeability of the various locations. The goal is for a diversity initiative to reach an effective, sustainable, and comprehensive status by fully developing its depth and breadth.” (p. 11-12)



Access the complete Campus Diversity Initiative Evaluation Project here: <http://bit.ly/2uSEG3d>

Conversation Starter

- When admissions professionals talk about diversity, the pitch needs to match what is seen by applicants - if you say you are a diverse and inclusive community...are you really?

Goal Setting

GOAL: (remember: Specific, Measurable, Attainable, Relevant, Time-bound)		
What data do I need to collect? How will I collect it?		
Who can I bring on board to help?		
ACTION ITEM 1:	ACTION ITEM 2:	ACTION ITEM 3:
What resources do I need?		
Who do I need to talk to? How likely will they be to support this?		
What should I say?		
What's a realistic timeframe for implementing this?		
What is a realistic time frame for achieving this?		
How will I know when my goal is achieved?		