THE ROADMAP:
STRATEGIC PRIORITY # 3

BINGHAMTON UNIVERSITY
DIVISION OF DIVERSITY, EQUITY AND INCLUSION

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Binghamton University Roadmap

A Strategic Plan for Diversity and Inclusion

In 2012, Binghamton University embarked on a strategic planning process which included representation from all campus and community constituencies (faculty, staff, students, administration, alumni and community members). This process provided a more transparent and inclusive method to develop a vision to guide the University’s investments of resources to achieve distinction as the premier public university of the 21st century. The result of this process was the formulation of the Roadmap to Premier (Strategic plan). The consensus of this process was the coalescence around the essential attributes of a premier public university: accountability, excellence, pride and balance.

Since 2013, Binghamton University has been developing and supporting a variety of policy, infrastructure and programmatic initiatives all guided by the five Strategic Priorities

#1 Engage in path-breaking graduate education, research, scholarship and creative activities that shape the world.

#2 The premier public university of the 21st century will provide a transformative learning community that prepares students for advanced education, careers and purposeful living.

#3 Unite to foster a diverse and inclusive campus culture.

#4 Enhance the University’s economic, social and cultural impact through engagement from the local to the global level.

#5 Optimize the acquisition and allocation of human, technological, financial and physical resources.
The Strategic Priority # 3 “Unite to foster a diverse and inclusive campus culture” was developed to lay the ground work for how the university would build into its infrastructure and culture a welcoming and inclusive environment. In addition, all the strategic priorities would be using an inclusive lens in the development of their respective initiatives.

In the initial Roadmap year, 2013, the first commitment was the creation of the Office of Diversity Equity and Inclusion. A new office to be led by a newly appointed Chief Diversity Officer to promote and model a philosophy that diversity and inclusiveness is everyone’s responsibility and an integral part of the fabric of our University.

Inclusive Campus

"...unite to foster a diverse and inclusive campus culture."

Goals:

A. Enhance diversity of the student population at both undergraduate and graduate levels.
B. Enhance diversity of the faculty, staff, and administration of the university.
C. Provide support services to all students, faculty, and staff with special needs.
D. Elevate the culture of diversity and inclusiveness in the campus community.

Campus commitments 2014-15

- Creation of a Divisional/Dept. Staff with Diversity Responsibilities: staff will ensure that a commitment to diversity is woven throughout the fabric of the University¹.

- Develop organizational structure to support diversity, equity and inclusiveness.

¹ See Appendix I and II for divisional Organizational and Functional Charts.
- Adaptive Technology and Information Access Services: Ensure all University members equitable access to all visual and auditory aspects of University-related programming.

- Explore Increasing Scholarship to Aid Recruiting Diverse Students, Undergraduate and Graduate: to improve the graduation rates of minority students through an increase in the number and amount of scholarships offered.

Total dollars allocated over the next 28 months $1,451,000.

**Round 2 funding 2015-16:**

- Undergraduate and graduate recruitment: Two Graduate School recruiters, one Watson graduate student recruiter and one undergraduate admissions recruiter. $240,000 Four staff members

- Graduate student support: Tuition and stipends for exceptionally qualified PhD students

- $600,000 approximately 20 new PhD lines of support

- Office of Diversity, Equity and Inclusion: Increasing staffing to support federal Title IX requirements and student diversity activities.
  - $125,000 (3 staff positions)

**Round 3 funding 2016-17:**

Retaining students in academic difficulty, increasing advising support

- Base: $185,000

MRC Interpretation and Translation Program

- Base: $35,000

Classroom upgrades

- One-time: $283,000
Round 4 funding 2017-18

- To furnish and equip a fully operational University-wide Testing Center $42,000.

History of DEI at Binghamton University
At its inception in 2013, the Office of Diversity, Equity and Inclusion was comprised of the Affirmative Action and Multicultural Resource Center (MRC), which included two full time staff (AAO and MRC Director). The AAO was moved from the Division of Operations to the President’s Office and the MRC was brought over from the Division of Student Affairs. At that time, increased funding was provided to support programming. In 2014-15, the Office of Diversity, Equity and Inclusion was elevated to create the Division of Diversity, Equity and Inclusion. A Diversity Specialist and Diversity Fellow were hired and funding for the creation of a LGBTQ Center and Center Director were allocated to the Division. Funding for a Title IX Officer was also allocated. An organizational chart was developed to determine the staffing needs and scope of responsibility. The Division’s organizational functionality was divided into five areas: Equity and Inclusion, Multicultural Resource Center, U Diversity Educational Institute, LGBTQ Resource Center and Engagement. Each area will facilitate and work collaboratively across the University to implement our inclusive excellence Initiatives2.

This organizational design, along with the requisite program resources has and will continue to assist the Division’s ability to set goals and objectives to move our diversity journey forward.

The following strategic areas are a significant part of the activities and initiatives that the Division of Diversity, Equity and Inclusion at Binghamton University will be engaged in with our campus partners, which include the divisions of Academic Affairs, Operations, Student Affairs, Advancement and Research.

Student Recruitment Strategy: Binghamton University will be seeking to increase the demographic and socio-economic mix of students recruited within NYS and surrounding environs. This will include targeted recruitment

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2 See Appendix II for Functional Organizational Chart
efforts toward under-represented minorities through high school pipelines, community based organizations, branding and marketing opportunities. (Binghamton SP #3 goal A)

**Student retention and Completion Strategy:** Binghamton University will invest in enhancing our student centered support programs through testing centers, target support to underrepresented minorities, veterans, and provision for proactive education and supports to students from orientation to graduation. We will work to enhance supports that afford students more information that facilitate retention and timely degree completion. (Binghamton SP#3, Goal C)

**Administrative, faculty and staff recruitment and retention strategy:** Developing intentional and targeting recruitment activities through utilization of affinity and professional organizations, providing professional development opportunities to search committees to ensure the removal of obstacles to hiring success, developing mentoring programs to support faculty and staff with promotion, tenure and career pathing. We will provide professional development opportunities to increase cultural competency and educational pedagogy for inclusive excellence. (Binghamton SP#3 Goal B and D)

**Evaluation component to ensure campus is meeting its diversity/inclusion commitments:** Each of the four goals for Strategic Priority #3 Inclusive Community has specific metrics assigned to measure progress. In addition, all programs and initiatives will have an evaluative tool ascribed to measure quantity, quality and efficacy, where applicable. Each program will be reviewed and evaluated against goals and metrics set and revised, replaced or discontinued based on results.

**Summary**
Binghamton University’s Roadmap is the guiding methodology to meet our commitment to becoming the premier public university of the 21st century. We are fully committed to the building of a community that fosters diversity, equity and inclusive excellence across all areas of the educational environment. We will seek to continually improve our efforts through research, innovation, collaboration and practice to provide a campus community that is welcoming and inclusive of all human diversity.