

Examples of Higher Education Institutional Policies from  
**[Advancing Diversity and Inclusion in Higher Education:  
Key Data Highlights Focusing on Race and Ethnicity and Promising Practices](#)**  
U.S. Department of Education

- **The University at Albany (UAlbany)**, part of the State University of New York (SUNY), includes diversity and inclusion as a part of its strategic plan, reinforcing the system-wide Diversity Vision and Mission Statement. The [2010 Strategic Plan](#) sets forth a key strategic goal “to enhance the quality of undergraduate education at UAlbany and attract and serve a highly qualified and diverse group of students.” (Planning is underway during the 2016–17 academic year to update the strategic plan.) In an effort to fulfill that portion of its plan, the university has established the [Diversity Transformation Fund](#), which provides funding to faculty and staff for development of new and innovative initiatives that model inclusiveness and impact campus climate. Among other campus resources, the university funds the [Office of Diversity and Inclusion](#), which is charged with promoting and furthering the university’s commitment.
- **Southwestern University**, a faith-based private university in Texas, builds on its Core Values with a [diversity statement](#) that commits to “continuing the development of an increasingly diverse community of students, faculty, and staff.” The [Strategic Plan](#) identifies actions to advance the objectives outlined in the Mission, Core Values, and Diversity Statement. A chief diversity officer leads the Office of Diversity Education and supports the [Coalition for Diversity and Social Justice](#), an umbrella organization for eight cultural, identity, and social justice groups. Also, under the auspices of the office, the [Diversity Enrichment Committee](#) provides funding for programs that further diversity on campus.
- **The University of Mississippi** not only supports diversity in its [UM 2020 Strategic Plan](#) but produced a stand-alone [Diversity Matters plan](#) in which key actions and metrics for measuring progress are outlined. The university funds the work of the [William Winter Institute for Racial Reconciliation](#) — which works in communities and classrooms on campus, in Mississippi, and 37 beyond, to support a movement of racial equity and wholeness — and the Critical Race Studies Group.
- The [Mission and Goals Statement](#) at the **University of Maryland, College Park** sets forth a number of objectives, among which are those to “reduce the achievement gap for African American/Black, Hispanic, and low-income students” and “expand the diversity of the graduate student body through collaborations with University System of Maryland partner institutions that focus on recruitment, academic success, professional development, and the creation of a supportive work environment for all students.” The university implements these objectives in part through a holistic [admission review process and review factors](#).
- At the **University of Michigan**, the [Campuswide Strategic Plan](#) focuses on three strategic areas to address inclusivity. Strategy 1 aims to create an inclusive and equitable campus climate; Strategy 2 aims to recruit, retain, and develop a diverse community; and Strategy 3 aims to support innovative and inclusive scholarship and teaching.” pp.36-37

**Reference:**

United States. Department of Education. Office of Planning, Evaluation, and Policy Development. (2016). [Advancing diversity and inclusion in higher education: Key data highlights focusing on race and ethnicity and promising practices](#).