



# Multicultural Affairs Committee

Newport, Rhode Island



## VISION STATEMENT

### MULTICULTURAL AFFAIRS COMMITTEE STRATEGIC PLAN VISION STATEMENT

*Recognizing that Salve Regina University is more than a place where people search for and acquire knowledge, that it is also a community, in pursuit of the university's mission; we envision Salve Regina University as a microcosm of a global community seeking to establish conditions that foster harmonious integration of racial, ethnic, religious, cultural and social elements of the university; acknowledging that pluralism can be a source of unity and that encounters with difference can be an enriching experience.*

## GOALS

### I. Develop an appreciation of difference as an integral part of a vibrant community.

#### Objectives:

- Plan programs, which will help to create an awareness of the value of racial, ethnic, religious, cultural and social diversity in the search for community.
- Encourage multicultural experiences beyond the academic environment, which will enrich each individual's understanding of diversity.
- Work with the administration, staff, faculty, and students in encouraging curricula, programs and policies which emphasize inclusion.

### II. Recruit, support and retain a diverse population including faculty, staff and students

#### Objectives:

- Expand recruitment and outreach efforts for qualified minority and international students.
- Identify specific procedures to actively pursue a diverse applicant pool for each faculty, professional and support- position.
- Work with the admissions office, retention committee, and academic advising office and student life services to identify factors, which affect retention, attrition and academic performance.

### III. Create partnerships with other institutions, agencies, and businesses to promote joint ventures in the movement towards integration and unity.

Objectives:

- To identify elements within the university which have already developed partnerships with community organizations and work to extend these cooperative ventures with other groups.
- Encourage collaborative efforts with external organizations and contribute university support to such ventures.

IV. Develop a plan for ongoing evaluation by means of a tracking system to document the progress made in providing more opportunities for growth in multicultural endeavors.

- Design an evaluation tool to chart progress in reaching designated goals and objectives.



#### SUB-COMMITTEES

- Affirmative Action
- Recruitment/Retention
- Special Events
- Education Programs and Policies

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FOR FURTHER INFORMATION PLEASE CALL X  
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A Frog Croaks  
*by Hugo Salcedo*

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