

Dr. Elizabeth Medina
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Concordia University Texas
Strategic Initiative Accomplishments

Strategic Initiative 4.7:

Strengthen diversity, equity, and inclusion across campus and support cultural competency in faculty, staff, and students.

Summary of Accomplishments:

The initiative, which is now a part of daily operations has been further, advanced over the course of the past three years in a number of ways through the continued collaborative efforts of faculty, staff, and students across campus. As an institutional priority diversity, equity, and inclusion efforts have focused on leadership training, faculty development, as well as campus programs, activities, and events for the entire campus community.

The faculty, staff, and students serving on the Diversity, Equity, and Inclusion Committee (DEIC) have continued the work of developing, coordinating, supporting, implementing, and assisting with diversity, equity, and inclusion initiatives for the campus community. Faculty, staff, and student leaders have participated in a variety of educational training opportunities throughout the course of the year. Through both new and ongoing partnerships between various organizations, committees, departments, and offices, a number of programs, activities, and events were provided for the campus community. In collaboration with institutional research and effectiveness, the results of the campus cultural climate survey previously administered to faculty, staff, and students were reviewed in order to assess areas of need regarding services and resources related to diversity, equity, and inclusion to within the campus community.

Institutional accomplishments that have advanced the diversity, equity, and inclusion strategic initiative have specifically contributed further to the objective of developing structural support for student success, the theme of delivering on our promise, and the vision of becoming the premier university where the adventure of faith, learning and life-changing experiences leads to meaningful work by further strengthening our commitment to diversity, equity, and inclusion at Concordia University Texas.