

Davidson's Vision for the Future

THE DAVIDSON COLLEGE STRATEGIC PLAN

Strategic Objective 4: Diversity and Inclusivity		Create an inclusive community and curriculum that promote understanding and acceptance of diversity in a broad sense while encouraging access, support, and integration.
4.1	Articulate a broad statement of Diversity and Inclusivity	
4.2	Establish a multicultural center that provides support for cultural differences of all kinds and welcomes all parts of the campus community. Include a disability services program that recognizes disability as a matter of inclusivity and accommodation that affects the entire community.	
4.3	Continue and widen participation in diversity education for all campus constituencies in order to promote an enhanced understanding of cultural differences.	
4.4	Expand enrollment of and opportunities for underrepresented students by: <ul style="list-style-type: none"> a. increasing funding for campus visits by both domestic and international students, counselors, directors of community-based organizations, foundation directors, and parents; b. providing opportunities for these same groups to promote Davidson in their home regions; c. increasing advising support for international students and underrepresented groups, directed toward their preparation, acclimatization, and achievements. 	
4.5	Enhance the relationship between Admission and community-based organizations that work with underrepresented student populations through additional funding that enables more students to visit campus.	
4.6	Increase financial aid available to the most talented students from all backgrounds from the most needy to middle-income families via The Davidson Trust (for need-based financial aid) and merit scholarships (regardless of financial need).	
4.7	Ensure excellent mentoring of all students.	
4.8	Provide ongoing support to first-generation students and their families through targeted programs throughout their four years at Davidson.	
4.9	Establish more effective faculty and staff recruitment and retention systems to increase diversity.	
4.10	Commit to opportunity-hiring for faculty (that is, considering an outstanding candidate even when a search is not currently under way in that field), with appointments at all levels.	
4.11	Develop a more diverse pool of applicants for faculty and staff positions by reaching out to publications and organizations that serve underrepresented populations.	
4.12	Develop a pool of diversity-trained faculty and staff and require each search committee to include at least one member from this pool.	
4.13	Explore the increased use of other techniques for faculty recruitment, such as joint faculty appointments with historically black institutions.	
4.14	Ensure excellent mentoring of all faculty and staff.	
4.15	Cultivate, in new and existing courses, a curriculum that meets the needs of a diverse and inclusive student body.	