



UC San Diego

STRATEGIC PLAN *for* INCLUSIVE EXCELLENCE

The UC San Diego Strategic Plan for Inclusive Excellence, deeply connected to the UC San Diego Strategic Plan, is a roadmap that demonstrates our collective commitment to academic and institutional excellence through strategic diversity, equity, and inclusion efforts.

During the last five years, we have collectively generated ideas about the future of our campus through engagement with the campus—groups of diversity champions, senior leadership, student government groups, staff, faculty, Staff Association board members, LEAD Fellows, focus groups, and others.

STRATEGIC PLAN: CORE TENETS

Access and Success: Attract, retain, and support a diverse faculty, staff, and student body with the goal of reflecting California demographics and achieving institutional excellence at UC San Diego.

Climate: Create and foster a positive and welcoming climate where we value, include, and support all at UC San Diego.

Accountability: Ensure institutional accountability throughout UC San Diego departments and divisions.



IMPLEMENTATION PROCESS FOR THE STRATEGIC PLAN

As we continue to fulfill our collective vision to be a **student-centered, research-focused, service-oriented public university** and strive for institutional excellence, we will consistently measure our progress. An **outcome-based assessment plan** will ensure that we remain dedicated to continuous change and excellence at UC San Diego as we promote exemplary and innovative organizational practices that are the hallmarks of a top-ten public university.

Units will assess the state of **equity, diversity, and inclusion** in their units. In these assessments, units will:

1. Examine their data (recruitment, retention, climate, equity, etc.)
2. Reflect on the effectiveness of their unit strategies
3. Describe impact of their strategies
4. Compare to peers and aspirant peers
5. Describe future strategies
6. Provide an approximate timeline for organizational changes

The UC San Diego Strategic Plan for Inclusive Excellence centers around **Access and Success, Climate,** and **Accountability** and demonstrates our collective commitment to academic and institutional distinction at UC San Diego. Together, we can achieve our goals. **Join us!**

UC San Diego

EQUITY, DIVERSITY, AND INCLUSION

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