



INCLUSIVE BY DESIGN:

*Strategic Diversity, Equity,
and Inclusion Action Plan*



MOUNT ST. JOSEPH
UNIVERSITY®

WHAT IS THE PLAN?

The *Inclusive by Design: Strategic Action Plan* is Mount St. Joseph University's roadmap to fulfill its institutional mission and achieving diversity, equity, and inclusion goals. This plan focuses on the three institutional priorities outlined in the University's Transformation 2025 Strategic Plan.



MOUNT ST. JOSEPH UNIVERSITY MISSION STATEMENT

Mount St. Joseph University is a Catholic academic community grounded in the spiritual values and vision of its founders, the Sisters of Charity. The University educates its students through interdisciplinary liberal arts and professional curricula emphasizing values, integrity and social responsibility. Members of the Mount community embrace:

- excellence in academic endeavors;
- the integration of life and learning;
- respect and concern for all persons;
- diversity of cultures and beliefs;
- service to others





Strategic Diversity, Equity, and Inclusion Action Plan
GOALS, STRATEGIES, AND ACTIONS

INSTITUTIONAL PRIORITY 1: GROW ENROLLMENT STRATEGICALLY

Goal 1: Grow Enrollment and Net Tuition Revenue

Increase enrollment of underserved undergraduate and graduate populations, reflecting regional demographics.

Strategies:

- Create an Admission Counselor for Diversity Position
- Create PA and PT school pathways with HBCUs (Central State, Kentucky State, and Wilberforce)
 - Identify a point-of-contact at each institution
 - Develop articulation agreements for students from these institutions to enter the PA and PT programs
- Create and Implement a Summer Bridge Program
- Create and Implement Mentor Programs to Serve Underserved Students
- Enhance the Student Experience through Creating a Path to Campus for NPHC Organization



INSTITUTIONAL PRIORITY 2: ENRICH EDUCATIONAL QUALITY

Goal 1: Increase Student Engagement, Opportunities and Success

Enrich the Core Curriculum by strengthening the connection between Diversity and Inclusion, Mission Integration and the curriculum

Strategies:

- Connect the co-curricular to the curricular
- Evaluate and integrate curricular and co-curricular programming to increase measures of cultural competence
- Conduct an audit of diversity, equity, and inclusion related curricular and co-curricular programming
- Create and Implement a Diversity, Equity, and Inclusion Mini-Grant Program
- Create and Implement a Student Co-Curricular Equity Minded Leadership Certificate Program
- Create and Implement a Student Diversity Conference



INSTITUTIONAL PRIORITY 3: BECOME A BEACON TO THE REGION

Goal 2: Attract, Develop and Retain Talented and Engaged Employees

Improve the University's workforce composition to align with the regional demographics for underserved populations

- Create and Implement a Faculty and Staff Mentoring Program
- Create and Implement a Diversity, Equity, Inclusion, and Access Fellows Program
- Create and Implement a Training on How to Recruit and Retain Underrepresented Faculty and Staff
- Develop and Implement a Diversity, Equity, Inclusion, and Access Advocate role for Search Committees
- Increase Engagement with Active Recruitment Practices





MOUNT ST. JOSEPH UNIVERSITY®

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Mount St. Joseph University ("the University") is committed to providing an educational and employment environment free from discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, sexual orientation, gender identity, veteran status, or other minority or protected status. This commitment extends to the University's administration of its admission, financial aid, employment, and academic policies, as well as the University's athletic programs and other University-administered programs, services, and activities.

The University has designated the Title IX Coordinator, (513) 244-4467, as the individual responsible for responding to inquiries, addressing complaints, and coordinating compliance with its responsibilities under Title IX of the Education Amendments of 1972 and other related federal and state civil rights laws. The University has designated the Chief Human Resources Officer/Equal Opportunity Officer, (513) 244-4979, as the individual responsible for responding to inquiries, issues, or complaints relating to discriminatory, harassing, or retaliatory conduct related to race, color, national origin, religion, age, disability, or any other legally protected status. The University has designated the Associate Provost for Academic Affairs, (513) 244-4614, as the individual responsible for responding to addressing formal complaints regarding compliance with its responsibilities under Section 504 of the Rehabilitation Act of 1973. 17F-WO-002037/21/PDF