OUR PROGRESS
STRATEGIC PLAN FOR
DIVERSITY & INCLUSION

YEAR ONE SNAPSHOT

CHAPMAN UNIVERSITY
In 2018, Chapman University began its work to accomplish the goals set in an aggressive five-year strategic plan. Within our institutional priorities, the changing student profile lives as a key element of our future success. At Chapman University we must live up to our promise of preparing students for a global society through deliberate diversity and inclusion initiatives.

With the Strategic Plan for Diversity and Inclusion, we committed to cultivating a welcoming campus for all members of the Chapman Family. It is an initiative that I find personally important, and I am exceptionally proud of the progress Chapman has made in the past year.

Unlike any campus I have seen, diversity and inclusion at Chapman goes beyond administration-run programming and is truly a grassroots effort involving more than 300 volunteers and 14 committees. For three years, trustees, staff members, faculty members, students and alumni researched best practices at other universities and formulated recommendations for important changes here at Chapman. I am grateful to all of these individuals and to Vice Provost Joe Slowensky and Director of Diversity and Inclusion Erin Pullin for their dedicated leadership.

The Strategic Plan for Diversity and Inclusion is an ongoing effort and should not be seen as a quick fix to our institutional challenges. We must continue to evolve and diversify our student, faculty and employee profile. As I stated in the University’s Strategic Plan, this means a commitment to recruitment practices that provide equity and access — and a campus environment that is welcoming and inclusive. Our curriculum must also expand in its diversity and inclusion, both in the classroom and in connection with our surrounding communities.

Progress does not always come quickly, but with our determination, I know Chapman will continue to rise to the world’s challenges as a uniquely welcoming, diverse and inclusive university.

Please keep in mind that this report is just a snapshot of a much larger effort. I urge you to visit chapman.edu/diversityprogress to see a more detailed view of this work.

With gratitude,

Daniele C. Struppa
President
GOAL 1: CURRICULUM

Expand diversity and inclusion in academic curricula and student learning opportunities.

Success for the New Latinx and Latin American Studies Minor
In its first year, all classes offered in the new minor were filled to capacity. The new faculty member hired to lead the minor, Dr. Ruben Espinoza, has plans for community-based research over the next year, working to learn more about the city of Orange’s history and reaching out to the local Mexican-American community near Chapman.

Diversity is about understanding people on their terms — not me defining them as a researcher or academic. It’s always nice to have a more diverse student population, but it’s more about serving them instead of just treating them as a statistic.

Prof. Ruben Espinoza, Ph.D.,
Co-Chair of the Chapman Diversity Project’s Community Task Force

80.7% of seniors surveyed reported “Agree” or “Strongly Agree” to “This institution has contributed to my knowledge of people from different races/cultures.”
Source: 2017 College Senior Survey

We need to continue to infuse issues around diversity and inclusion into our teaching. We need to expand collaboration across academic disciplines to provide more cultural studies offerings and additional opportunities for students to connect with our diverse local communities. Student and faculty input on desired course offerings should also be emphasized.
GOAL 2: RECRUITMENT

Strengthen equity and access in recruitment of students, staff and faculty that compose a diverse and inclusive campus.

Highlights of the past year:

• $9 million over the next five years in “Give Something Back” partnership to help recruit foster youth, students with incarcerated parents and students with extreme family hardship

• Our Orange County Heritage Grant established $200,000 commitment for Orange County high-need students who are merit eligible and plan to live at home

• Chapman has established a partnership with Santa Ana High School that will offer 10 full scholarships to graduating seniors each year

197 faculty members have participated in 17 workshops in the last year, focusing on diversifying faculty searches.

Faculty and staff — please update your demographic information on the employee self-service portal at my.chapman.edu, on the left-hand side of “My Self Service” under “My Personal Information,” to assist the campus in reducing the number of ‘unknown’ faculty and staff demographics.
GOAL 3: CLIMATE

Develop and implement programs, services and spaces that cultivate a welcoming campus climate.

Disability and Accessibility at Chapman

Chapman’s Campus Planning spent over $2.75 million on ADA and accessibility related updates, single occupancy gender inclusive restrooms, lactation rooms, prayer/meditation spaces and active learning classrooms.

And it’s not all about physical space — IS&T created a new full-time position dedicated to digital accessibility and has provided education about accessible document and website creation, complete with new staff training, as well as a front-page callout for users to report accessibility concerns of Chapman’s website.

Increasing Interfaith Literacy and Support at Chapman

The Interfaith Center hired new directors: Shaykh Jibreel Speight as the Director of Muslim Life and Rabbi Corie Yutkin as the Director of Jewish Life. Both positions are geared toward providing student service and increasing interfaith literacy at Chapman, specifically by working with other faith-based and non-faith-based organizations in community building activities.

If you walk into the Interfaith Center and you see the offices — the dean’s, then mine and then the rabbi’s — it sends a powerful message to faculty, students, staff and alumni. A university should try to represent a snippet of whatever community it is a part of. Our differences can sometimes be a challenge, but despite those differences, it’s important for a place like Chapman to increase what we have in common so we can better ourselves and humanity.

Shaykh Jibreel Speight,
Director of Muslim Life at Chapman University

This new full-time position dedicated to digital accessibility will not be tasked with fixing all the issues themself, but with educating faculty and staff on what it means and why it is important — and providing resources, tools and training so they can create documents, email, and online resources etc in the right way. New measurement tools are also being used to track the progress of this ongoing effort. Even though there are regulatory reasons to make accessibility a priority, they see it as a way to be more inclusive and in their training emphasize that it’s the right thing to do.

Mandy Thomas,
Webmaster at Chapman University

74.6% of staff and administrators surveyed reported “Agree” or “Strongly Agree” to “Chapman is an institution that values diversity.”

Source: 2017 Campus Climate & Work Environment Survey
GOAL 4: COMMUNITY

Develop and sustain meaningful engagement and partnerships with our diverse local communities and neighbors.

Chapman Undergraduate Admission has worked to establish meaningful partnerships with over 15 community-based organizations. Our partnership between the Marriage and Family Therapy Program in Crean College and the Wooden Floor began last year, offering aid to parents and students in the transition from elementary to middle school and middle school to high school. Currently, 10 Chapman students are Wooden Floor alumni.

During the fall and spring, we are covering topics including self-esteem, self-care and mindfulness. During the summer we covered in-depth group workshops on self-identity and healthy relationships. We have been following up in the fall and will do again in the spring to see how these transitions went and how we can support the students and parents.

Dr. Naveen Jonathan,
Director of the Marriage and Family Therapy Clinic

Other Highlights:

• The Orange County Gang Reduction & Intervention partnership was established
• Orange Unified School District Art Show was held here at Chapman for the past two years with support from Lindsay Shen, Director of Art Collections and Lecturer at Chapman, the Community Task Force and the Provost’s Office
• We hosted the ocMaker Challenge, an interactive science experience for local K-12 students
GOAL 5: INSTITUTIONAL PRIORITIZATION

Prioritize the commitment to diversity and inclusion through leadership and action at all levels of the institution.

- Changing student demographics was added as one of the four pillars of the University Strategic Plan
- The Cross-Cultural Center added professional staff, student staff and increased budget
- Student Psychological & Counseling Services hired a full-time therapist at the Rinker Campus and a bilingual therapist at the Orange Campus with multicultural expertise
- A new Veterans Resource Center opened in January with inaugural Director Blas Villalobos
- Program budget established or increased for:
  - The Office of Diversity & Inclusion and the Chapman Diversity Project
  - The Latinx & Latin American Studies Minor
  - The Promising Futures Summer Bridge Program

For more information about the progress made in year one of the Strategic Plan for Diversity & Inclusion, visit CHAPMAN.EDU/DIVERSITYPROGRESS
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