The Equity and Access Committee is pleased to present the annual diversity plan assessment report to the President’s Cabinet. The assessment report contains a mid-plan overview, a summary of recommendations, and a complete report for each of the three goals within the diversity strategic plan. We look forward to continuing the great progress we have made toward realizing our goal of an inclusive, diverse learning community.

**Mid-Plan Overview: The picture from 10,000 feet**

As we reach the midpoint in the 2004-2009 Diversity Strategic Plan, the Texas State University community can point with pride to many successes we have achieved. Several outstanding accomplishments are highlighted here:

- The number of Hispanic/Latino students submitting applications for admission has increased 34.5 percent, from 2,472 in 2003 to 3,324 in 2006. Applications from African American and Asian/Pacific Islander students increased 29.5 percent and 8 percent respectively.
- Substantial progress towards achieving HSI status with promise of achieving the standard by 2009.
- Texas State ranks 4\textsuperscript{th} [9\textsuperscript{th} in 2005] in percentage of Black/African-American faculty; and 4\textsuperscript{th} [4\textsuperscript{th} in 2005] in percentage of Hispanic/Latino faculty of all 4-year universities in the State of Texas.
- Forty-four courses have received multicultural curriculum designations.
In addition to the actual progress in specific areas, we point with pride to the success of our shared responsibility structure which continues to yield great dividends – achieving our diversity goals remains the responsibility of all in our community. We salute the commitment of each member of the President’s Cabinet in providing the leadership and support necessary to make great things happen.

Though we have accomplished much and have solid reasons to see more progress in the years ahead, what we have learned on our journey gives us great insight to our next steps. To date, our efforts towards reaching diversity goals focused mainly on representation: understanding and balancing our demographics in all three groups: students, faculty and staff. These efforts to modify our representation by improving our recruitment and retention strategies continue to prove successful. We have also concentrated effort towards managing workplace and academic relationships with good outcomes.

As we make substantial progress towards our diversity goals, new questions emerge. Has our diversity initiative made a difference in the lives and learning environment of our community? Are we creating an environment that supports success for all students, faculty and staff? How will we measure those outcomes? As we learned during the first plan year, what data sources and information do we need to effectively measure those outcomes? These questions will guide us during our lead-up work to the next strategic plan.

During the next two years, the Equity and Access committee recommends (in addition to those listed on the Summary of Recommendations page) beginning now to collect information that would be helpful in moving toward the establishment of outcome measures for each of the distinct population groups: students, faculty and staff. Specifically, we recommend collecting information now that will help create and measure student, faculty and staff outcomes and using the outcome measures in the next strategic plan. Knowing what constitutes success for each of these distinct groups and methods of measuring for that success will propel our diversity work forward. We recommend a research team
study a cohort group from each of the populations (students, faculty and staff) to provide preliminary information to support the establishment of outcome measures for the next strategic plan.

The Equity and Access committee looks forward to continuing the dialogue across campus – a dialogue that will determine the future of our diversity efforts.