The Equity and Access Committee is pleased to present the annual diversity plan assessment report to the President’s Cabinet. The assessment report contains an overview of the year 2006 – 2007, a summary of recommendations, and a complete report for each of the three goals within the diversity strategic plan. We plan to continue the great progress we have made toward realizing our goal of an inclusive, diverse learning community.

2006-2007 Overview

As we move toward the completion of the 2004 – 2009 Diversity Strategic Plan, the year 2006-2007 has given us a chance to assess the progress we have made so far and begin to look forward to what we need to do next. Some of the notable accomplishments of the year are highlighted here:

- The number of Hispanic students submitting applications for undergraduate admission has increased 58 percent, from 2,472 in 2003 to 3,904 in 2007.
- Thirty-eight percent of all tenure-track faculty hired for fall 2007 [53 total] are of an ethnic minority, totaling 20 new hires.

In addition to progress in specific areas, we continue to make steady progress toward becoming a Hispanic Serving Institution, with Hispanic students comprising 23% of our undergraduates and 25% of the 2007-08 freshman class.

Our efforts towards achieving balanced demographic representation within student, faculty, and staff groups continue with notable results in many areas across the university. Even as we celebrate these achievements, new questions emerge as we look toward the future. The overriding question is how do we take advantage of the diversity we now experience? Now that we have a greater
diversity of people on campus, what do we do next? How do we incorporate them and their experiences into the fabric of the university? How do we strengthen the university through a broadened definition of diversity? How will we position ourselves beyond the year 2015?

During the next year, the Equity and Access Committee recommends:

1. Transition from a minority-majority model to a model that prepares students for a global world.
2. Move students to engage in more interaction among their respective groups.
3. Expand our definition of underrepresented beyond race and ethnicity to include socio-economic status and first-generation students.
4. Develop an asset-based model where people learn to see and value the differences in someone else’s experiences.
5. Move beyond increasing awareness of diversity to identifying specific actions students, faculty, and staff can take that integrate diversity into the fabric of interactions within the university.
6. Equity and Access should put together a proposal for inclusion in the 2008-09 Common Experience focusing on Civic Responsibility and LBJ to engage the campus in a discussion grounded in economics, rich and poor, and social class.
7. During the next year, the Equity and Access Committee needs to develop a structure for the next cycle of the strategic plan.

Additional recommendations made by each subcommittee (Student, Faculty, and Staff) are summarized on the following page.