

Appendix H. Benchmarking Peer Diversity and Inclusion Action Plans

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This document includes a matrix summarizing themes across “Ivy Plus” institutional plans for creating more diverse and inclusive communities. Our research process was informal. We read each peer plan to identify major themes, and if new themes emerged in the reading, returned to code prior plans. While not exhaustive or necessarily fully comparable across institutions (given differing levels of specificity, for example), we believe this approach captures the range of thinking represented among our peers.

While many of the institutions here consider all campus constituents (students, faculty, and staff), three developed plans that focus on faculty and non-faculty academic positions. The centralized structure of some of the institutions allowed for more cohesive institutional-level

frameworks. Some frameworks may be suitable for a more decentralized structure, in which each department and affiliated School develops plans for addressing its unique needs. To maintain accountability and oversee progress of department-level plans, one institution reported establishing a permanent committee structure.

While some Ivy Plus peers had diversity and inclusion initiatives or offices focused on these issues among particular constituents (e.g., faculty or students), they did not appear to have a comprehensive plan. The following matrix reflects proposed initiatives comprised within reports and does not necessarily reflect an institution’s broader strategic plan or existing initiatives for creating more diverse and inclusive communities.

