

Access / Success

population of diverse students by type of degree

success of diverse students (persistence, honors, graduation)

(disaggregated by racial/ethnic group)

Viability / Vitality

diversity of faculty/staff

board diversity and engagement

institutional history on diversity issues and incidents

institutional strategies and resources for diversity

centrality of diversity in institutional documents and processes

public constituency perceptions of institutional diversity, equity

framework and indicators re: diversity

for questions or permissions to replicate:
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Circle one metric from each of the four dimensions.
In the spaces below, imagine versions of those metrics or related short-term targets that could track progress toward your institution's preferred MARED category (re: justice).

THE FOUR-FOLD FRAMEWORK

Institutional Capacity for Diversity

for more detail, see Smith, D.G. (2020). Diversity's promise for higher education: Making it work (3rd ed.). Johns Hopkins Press.

dimension

metric / target for justice



Access



Viability



Education



Climate

What now?

Describe one or two next steps for your institution's diversity work.

Education / Scholarship

availability of diversity-related courses and requirements

extent to which courses include diversity issues

student involvement in diversity-related courses

student research that engages the diverse society

quantity and substance of student learning about diversity

student final projects or dissertations related to diversity

faculty expertise on diversity-related matters

faculty involvement in diversity efforts

faculty research and publishing involving diversity

Climate / Intergroup

perceptions of institution (climate, fairness)

quality of experience (engagement on campus and/or satisfaction)

type and quality of interactions among diverse groups

(disaggregated by racial/ethnic group)