Hastings College

Diversity, Equity, Inclusion, & Belonging

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Hastings College DEIB Vision Statement

Hastings College is committed to **d**iversity, **i**nclusion, **e**quity, and **b**elonging on our campus, where all members of our community can reach their full potential.

All humans deserve dignity and have inherent value. We work to foster an environment where all members are embraced, empowered, and engaged.

We actively combat attitudes, behaviors, and systems that work against this goal.

Through actions, policies, and culture designed to celebrate diversity and create inclusion, Hastings College is able to serve its past, present, and future students, employees, and other stakeholders.

DEIB in Action - A Timeline

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Diversity Strategic Plan

The Diversity Strategic Planning Committee (DSPC) was formed and tasked with creating Hastings College's first Diversity Strategic Plan.

Summer 2020

Relationships Matter; Final Plan; DEIB Website; Student Survey

- Final Diversity Strategic Plan shared with the Board
- Relationship Matters workshops began across campus
- DEIB Webpage was created (hastings.edu → About)
- End of Year Campus Pulse Survey on DEIB

Fall 2021

Spring/Summer 2022

Fall 2022

DEI Grant; DEIB Committee; Trustee Workshop

- Received a DEI Grant from a Nebraska Foundation; a consultant was hired to help identify institutional priorities in the DEIB area
- DEIB Committee formed to facilitate DEIB at HC
- DEIB workshop for Trustees

Share Plan; Benchmarks; Next Steps

- Share DEIB plan and progress with stakeholders, campus, alumni and community
- Develop DEIB 22-23 benchmarks & complete equity audit of HC campus
- Implement goals and action items within the Diversity Strategic Plan

Three independent DEIB-related initiatives were merged and aligned in Fall 2021 to ensure cohesion and consistency in DEIB efforts at the campus level. These are the three primary outcomes that drive the current DEIB work at Hastings College.

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Primary Outcome	Example Action Items or Goals
#1 Affirming and Accessible Campus for All	• Create and sustain an inclusive and equitable environment
#2 Systems in Place to Continually Support & Educate	• Integrate diversity, equity, and inclusion into core academic mission of teaching, research, and service • Enhance diversity, equity, and inclusion accountability, effectiveness, and collaboration
#3 Increase Camp	• Recruit, retain, and advance people who contribute to creating a diverse community