



SAINT LOUIS
UNIVERSITY
— EST. 1818 —

SCHOOL FOR PROFESSIONAL STUDIES

Plan for Enhancing Diversity 2022- 2025

Our Commitment to Diversity

The School for Professional Studies (SPS) supports Saint Louis University's strong commitment to creating a vibrant and welcoming culture that expects and respects diversity. We support and enhance diversity as defined in the University's diversity plan. The School's mission of offering globally accessible, academic, professional and continuing education programs makes a Saint Louis University education accessible to a diverse audience of learners, those located in the region as well as around the world. In fact, SPS is among the most diverse schools/colleges at Saint Louis University.

Plan Goals

1. Create and maintain an inclusive and supportive environment that values both faculty and staff.
 - a. Implementation of bi-annual immersion experiences, team building activities, or other events that seek to enhance organizational culture.
 - b. Implementation of organization-wide communication tools to recognize employee birthdays, work anniversaries, and other special events such as graduation or promotions to foster a supportive environment.
2. Encourage student engagement beyond academics and celebrate student cultural diversity.
 - a. Panel discussion(s) or other educational workshop focused on providing development for students related to DEI initiatives.
 - b. Utilization of the quarterly coaching corner initiative (where appropriate) to engage students in topics related to DEI initiatives.
3. Assess presence/integration of diverse voices in academic curriculum and professional development.
 - a. Develop workshops around increasing inclusive practices in course design and delivery.

Plan Assessment

Each goal will be reviewed annually to identify and implement strategies to make necessary improvements to progress toward goal achievement.