You have been identified as someone who has an understanding of UND's current efforts to foster a diverse and inclusive campus and community. Please take a couple minutes to help us catalog UND's efforts to promote diversity and inclusion so that we can better utilize current programs and efforts and identify areas that need further development.

Three things to keep in mind in filling out the diversity and inclusion census

First, we are seeking to **catalog** current practices and programs, both formal and ad hoc. This is a starting point and understanding the status quo is essential.

- Second, at this stage we are using a very broad definition of diversity. This definition includes legally protected classes (race, color, religion, national origin, age, disability, etc.) but includes other communities and experiences.

- Third, not every question is relevant for every person or department or program. Please ignore any questions that do not apply to your particular position within the University. For example, if you work with disability support services you need not answer questions related to international students unless your office has programs or services specifically targeted to international students.

Student Recruitment and Retention

Many universities offer programs to encourage the recruitment of a diverse student body. Similarly, many universities have programs to help students from diverse backgrounds be successful in a university setting. Please share any UND efforts you are familiar with in this area.

**Note:** In your answers please make reference to resources allocated to these efforts and how long these efforts have been in place.

Faculty and Staff Recruitment and Retention
Many universities offer programs to encourage the recruitment of faculty and staff from diverse backgrounds. Similarly, many universities have programs to help retain faculty and staff from diverse backgrounds. Please share any UND efforts you are familiar with in this area.

Note: In your answers please make reference to resources allocated to these efforts and how long these efforts have been in place.

Faculty and Staff Development and Training
Many universities offer ongoing training programs for faculty and staff to build an inclusive and professional work environment that is productive and positive for individuals from all backgrounds. Please share any UND efforts you are familiar with in this area.

Note: In your answers please make reference to resources allocated to these efforts and how long these efforts have been in place.

International Student Support
Many universities provide support services for students from other countries. Please share any UND efforts you are familiar with in this area.

Note: In your answers please make reference to resources allocated to these efforts and how long these efforts have been in place.
Study Abroad
Many universities encourage students to study in other countries or travel internationally as part of university sponsored programs. Please share any UND efforts you are familiar with in this area.

Note: In your answers please make reference to resources allocated to these efforts and how long these efforts have been in place.

Student Recruitment and Retention
Many universities offer programs to encourage the recruitment of a diverse student body. Similarly, many universities have programs to help students from diverse backgrounds be successful in a university setting. Please share any UND efforts you are familiar with in this area.

Note: In your answers please make reference to resources allocated to these efforts and how long these efforts have been in place.
Student Life / Student Affairs
Many universities have partnerships and programs that collaborate beyond departments and divisional structures. Please share any efforts you are familiar with that are associated with your department or program and are focused on fostering a more inclusive campus community.

Note: In your answers please make reference to resources allocated to these efforts and how long these efforts have been in place.

Community Outreach
Many universities have partnerships and programs with the cities and towns in which they are based, aimed at fostering a more inclusive communities. Please share any UND efforts you are familiar with in this area.

Note: In your answers please make reference to resources allocated to these efforts and how long these efforts have been in place.

Areas for Improvement
The University of North Dakota is interested in strengthening its diversity and inclusion efforts in a number of areas. If you have suggestions for programs or polices that would foster an inclusive campus, we would welcome your insights.