

# STRATEGY

## ENROLLMENT

### *Fast track*

1. Build diversity into student orientation
2. Ensure that the auditions process is accessible to all students, including low-income and rural students, and looks at the “whole student”
3. Develop more support systems for international students and students with limited English proficiency
4. Assess support that currently exists for students with learning disabilities
5. Increase class and race diversity within the student body. Track progress on recruitment and retention of diverse students
6. Work with First Year Student Advisory Program (FYSAP) committee to ensure more support for international students and other diverse groups
7. Reflect diversity values in college messages and communications

### *Long Range*

1. Look at further diversifying enrollment of women, students of color, and students from various economic classes across majors

## FACULTY AND CURRICULUM

### *Fast track*

1. Establish study abroad programs available to all Berklee students
2. Develop best practices document for faculty recruitment and retention
3. Develop prototype course on Diversity, Culture, and Artistry
4. Provide diversity education for faculty that addresses cultural competence
5. Provide ESL support to ensure that international students have proper assistance
6. Explore development of a Center for Music and Society
7. Provide faculty development programs on diversity and culture

### *Long Range*

1. Coordinate closely with the Curriculum Review Initiative, participating in curriculum review process to incorporate diversity across the curriculum and better inform students about the history of the music
2. Continue to track progress on diversity in faculty recruitment



## FACILITIES

### ***Fast track***

1. Develop venues, including physical communal spaces, for activities, clubs, and organizations to hold programs, events, and social gatherings that promote diversity
2. Ensure diversity considerations, including accessibility, are a part of the long range master plan by ensuring diversity interests are represented in those discussions
3. Make existing facilities more welcoming to diverse groups

### ***Long Range***

1. Ensure diversity considerations are a part of the long-range master plan by ensuring diversity interests are represented in those discussions

## RESOURCES

### ***Fast track***

1. Increase diversity among vendors and their staff
2. Link diversity strategy to college capital campaign
3. Further assess needs of Counseling and Advising Center to meet the changing needs of students
4. Use alumni as student mentors

*Since diversity should be viewed as part of all that we do (rather than a stand-alone concept), our diversity strategy reflects the college's strategic initiatives.*

## COMMUNITY

### *Fast track*

1. Build diversity into orientation for staff and faculty (new hires)
2. Create top down diversity training, beginning with President's Council, which incorporates cultural competence in management training
3. Develop events, workshops, and dialogues that provide opportunities to bring together different segments of the Berklee and external community, as well as provide more celebration of diversity
4. Distribute a values statement on diversity with a definition as a starting point for creating a shared vision
5. Introduce fitness programs that meet the needs of a diverse community/arrange for universal access to area fitness programs
6. Explore development of a Center for Music and Society

### *Long Range*

1. Recruit diverse faculty and staff to reflect student diversity
2. Recruit and retain a diverse group of trustees
3. Establish performance indices that encourage and promote leadership and promote accountability for progress, starting with President's Council
4. Learn more about industries/culture associated with our majors

## INTERACTIVE STRATEGIES

### *Fast track*

1. Build organizational commitment and infrastructure for diversity
2. Launch a college-wide diversity values statement and strategy
3. Expand City Music program

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