Dear LMU Community Friends,

Ethnic and Intercultural Services (EIS) Department is grounded by LMU’s intercultural values and the Jesuit Marymount traditions of the encouragement of learning, the education of the whole person, and the service of faith and the promotion of justice. Our EIS Department’s 2013-2018 Strategic Plan establishes a strong sense of purpose and direction for advancing our intercultural vision.

The EIS Strategic Planning Committee made positive contributions to the nature and quality of our intercultural work. Over the next five years, we will be addressing the changing needs of our students by providing quality student-centered programs and services. In addition, EIS will continue to offer support and development to LMU students based on theoretical frameworks of identity and interculturalism.

The plan contains the themes, goals and objectives for authentic engagement. We will help LMU students develop skills as they commit themselves to social justice, intellectual inquiry, and reflection.

Sincerely,

Maria Elisa Grandone, Ph.D.
VISION

Ethnic and Intercultural Services will lead students and the university in an understanding of interculturalism that transforms Loyola Marymount University into a community, in which all persons’ gifts are enriched and empowered.

• Understanding Interculturalism
• Transforming Community
MISSION

Grounded in critical race theory and student development theories, Ethnic and Intercultural Services (EIS) focuses on students who have been historically placed at the margins of society due to their perceived race, ethnicity, gender, culture and religious beliefs.

EIS assists students in creating a dynamic understanding of themselves, understanding themselves in relation to others and cultivating university citizens and leaders. In service to the university and broader community, EIS engages in strategic alliances that enhance the understanding of race, ethnicity, gender, culture and religious belief and its impact on the community.

- Identity / Interculturalism
- Strategic Alliances
CORE VALUES

• Accountability
• University Citizenship
• Co-Determination
• Community
• Commitment to Students
• Diversity
• Equity
• Interculturalism
• Religion
• Strategic Alliances
**Theme 1:** Excellence in Transformative Undergraduate Education

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<tr>
<th><strong>Goal</strong></th>
<th><strong>Objectives</strong></th>
<th><strong>Learning Outcomes</strong></th>
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</table>
| **Goal 1:** Increase self-awareness, identity and leadership development | **Objective 1.1:** Develop and affirm student's self-identities | **University:** Self-awareness  
**Student Affairs:** Personal awareness |
| | **Objective 1.2:** Enhance student's leadership and development | **University:** Self-awareness, whole person, personal beliefs and faith  
**Student Affairs:** Personal awareness and discernment |
| | **Objective 1.3:** Self-advocacy | **University:** Self-awareness  
**Student Affairs:** Personal awareness |
**Theme 4:** Commitment to Local and Global Citizenship

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<th>Goal</th>
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<tbody>
<tr>
<td><strong>Goal 4:</strong> Self to others</td>
<td><strong>Objective 4.1:</strong> Foster mutual respect</td>
<td><strong>University:</strong> Respect for others’ personal beliefs and faith</td>
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<td><strong>Objective 4.2:</strong> Enrich student’s intercultural literacy</td>
<td><strong>University:</strong> Intercultural knowledge and competence, diversity, respect for others, civic knowledge and engagement</td>
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<td><strong>Student Affairs:</strong> Interculturalism</td>
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<td><strong>Objective 4.3:</strong> Enrich understanding of other cultural values and practices</td>
<td><strong>University:</strong> Self-Awareness</td>
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<td><strong>Student Affairs:</strong> Personal Awareness</td>
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<td><strong>Objective 4.4:</strong> Intercultural engagement</td>
<td><strong>University:</strong> Intercultural knowledge, competence, and diversity</td>
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<td><strong>Student Affairs:</strong> Interculturalism and citizenship</td>
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**Theme 4:** Commitment to Local and Global Citizenship (cont.)

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| **Goal 5:** Self to University Citizenship | **Objective 5.1:** Foster respectful engagement and challenge within and outside the University | **University:** Diversity, respect for others, civic knowledge and engagement  
**Student Affairs:** Interculturalism and citizenship |
| | **Objective 5.2:** Foster curiosity and ownership of one’s own learning | **University:** Creative and critical thinking  
**Student Affairs:** Personal awareness and discernment |
**Theme 6:** Promoting Accountability for Achieving LMU’s Inclusive Excellence Goals and Competitiveness

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<td><strong>Goal 6:</strong> Staff in EIS will promote sustainable success</td>
<td><strong>Objective 6.1:</strong> Increase accountability for LMU’s inclusive excellence goals through data-driven decision making</td>
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<td><strong>Objective 6.2:</strong> Empowerment of staff</td>
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IDEAS FOR COLLABORATION

1. Invite your departments to participate in EIS panel discussions, experiential learning or service opportunities.

2. Offer topics related to ethnic and intercultural competence as opportunities for research in your courses.

3. Explore conversations about curricular and co-curricular opportunities.

4. Together, create opportunities to explore topics such as cultural competence, empowerment, diversity guest speakers, building community, and other student-centered concerns.

5. Engage students in the creation of posters, videos, art or any multimedia to promote EIS events in conjunction with your programs.

6. Send resources to the Department so we can share with students and colleagues.

7. Feature the work of our students around campus and/or empower students to tell their stories.

8. Offer the Intercultural Facilitator Program an opportunity to come to your classes or create opportunities for co-curricular engagement.

9. Be part of campus events such as Tunnel of Oppression and Hope.
