Diversity and Inclusion Work Plan, FY20

The following summarizes the aspirational work goals for the area of Diversity and Inclusion in 2019-2020. The CDO and the Diversity and Inclusion Committee aim to accomplish many of the items included below.

Chief Diversity Officer Focus Areas (with Diversity and Inclusion Committee input/guidance):

**Consultation:** Begin process of consulting with college committees on areas related to Diversity and Inclusion, including meeting with standing committee chairs as a starting point.

**Programming:** Set a program calendar for the year, inviting faculty, staff, and students to incorporate events they are sponsoring or facilitating throughout the year related to diversity and inclusion (and/or relevant holidays/thematic months).

**Training and education:** Enhance faculty and staff diversity-related training opportunities, with a focus on building skills to support student retention. Special focus in FY20 will be on raising awareness of the invisibility of various identities, and building for supporting these students. Work in consultation with the faculty development committee and HR, and utilizing funding opportunities through the Perkins Grant.

Diversity and Inclusion Committee Focus Areas (with CDO support):

**Diversity and Inclusion Committee:** Share the committee’s Vision/Charge/Action statement with campus constituencies. Add more members to the committee.

**Strategic Plan work:** Support the work of Strategic Planning by leading and/or collaborating on initiatives related to Diversity and Inclusion and identified to be work on in the FY20 school year. *(See attachment 1 for details.)*

**Seek input:** Plan a roundtable discussion for October to discuss diversity priorities on campus with key stakeholders, asking them to complete a short assessment form before attending. Depending on outcomes, consider gathering group several more times during the academic year.
Diversity and Inclusion Work Plan, FY20
Attachment 1: Strategic Plan Initiatives for 2020-2021 related to Diversity and Inclusion

The items included here are identified in the Strategic Plan as being slated to be worked on in FY20. These items will be further prioritized and set on an action calendar prior to the start of the academic year.

a) “Develop a retention action plan that addresses services, personnel, and the College’s strategy for enhancing student retention.” *(action item of goal 1.1)*

b) “Identify underserved populations by program/degree option. Identify service gaps and resource needs for underserved populations. Create and implement an improvement plan.” *(action item of goal 1.1)*

c) Create a process to conduct exit interviews with students who withdraw from the college.” *(action item of goal 1.2)*

d) “Expand student extracurricular and co-curricular offerings...” *(action item of goal 1.2)*

e) “Examine outreach materials used from the moment of inquiry though matriculation and make improvements where necessary.” *(action item of goal 1.2)*

f) “Increase college affordability for students by implementing student-cost-saving approaches including additional and enhanced bootcamp sections for June/July.” *(action item of goal 1.3)*

g) Incorporate learning activities into courses that build civility, respect, work ethic/foundation/emotional intelligence life skills that are necessary to be successful personally and professionally.” *(action item of goal 1.5)*

h) “Promote cultural enrichment through global and diversity education opportunities and capitalize on national/international programs.” *(action item of goal 1.5)*

i) “Create a poverty informed infrastructure.” *(action item of goal 1.7)*

j) “Implement an opportunity gap assessment with high schools to help students in poverty apply to college, receive financial services, and select a college program.” *(action item of goal 1.7)*

k) “Obtain grants and funding to provide support for underserved students, potentially including Title III and TRIO.” *(action item of goal 1.7)*

l) “Better define the goals and work of the Chief Diversity Officer.” *(action item of goal 1.7)*

Addresses barriers to student success
Addresses systems, policy, or procedure
Addresses the creation of a welcoming and inclusive environment