Diversity Advisory Council

Five Year Plan
Current through 2017-2018 Academic Year

DAC 5 Year Plan Subcommittee: Teresa Jones, Trish Christean, Karen Hulsebosch, James Mohr, Ed Call
These items have been done or are in process:

- Diversity Conference Planned (June 26-27)
- Stop The Hate training and Cadre formation
- Help Develop Vice President for Equity and Inclusion
- Faculty seminar series
- Supported creation of multicultural faculty position
- Student focus IPP adopted DAC Recommendations
Year Two (2014-15)

Short Term Goals and Objectives:

- Evaluate the Diversity Conference
- Support and build relationship w/ VP Equity and Inclusion
- Evaluate IDI, feedback, repeat, retool
- Stop The Hate training/program/brown bag sessions
- Opening Days, Diversity Challenge, inclusive opportunities
- Use established Diversity Framework for tracking and closing gaps in student success/retention/completions
- Review hiring practices, retention statistics, PACE survey
- Support Campus Climate Committee and discuss at President’s Council
Year Three (2015-16)

- Mid Range Goals and Objectives:
  - Implement next steps for IDI after year 2 evaluation
  - Eval DAC support to VPEI and Multicultural Studies
  - Evaluate year 2 programs:
    - Stop The Hate, Diversity Challenge, Affinity Groups
  - Continue/sustain successful programs
  - Act upon/support VPEI initiatives and programs
  - Prepare Campus Climate Survey – Diversity focused
Year Four (2016-17)

- Long Term Goals and Objectives:
  - Implement and evaluate Campus Climate Survey
  - Evaluate PACE survey results
  - Community Involvement (Conference Part II ?)
  - Initiation of year 3 recommendations/adjustments
Year Five (2017-18)

End Plan Cycle Goals and Objectives:

- Cultural climate/safety ⇒ improvement/inclusion
- More diversity @ all levels of employment/groups
- More community involvement around diversity
- Vibrant Multicultural Studies program across lines with support for students and curriculum
- Achievement gaps closing to diversity groups
- VPEI and MDS position established/supported/thriving
- Campus Climate Survey – Diversity focused
Thank you for each of your contributions to support DAC in starting or completing our Year One list.

Thank you, in advance, for your support and the support of your team in supporting our campus community as we continue on the path of improving our campus climate, equity, inclusion and opportunities. Your participation and support is critical to this process!