

DIVERSITY, EQUITY & INCLUSION

Attract, retain, and uplift systemically non-dominant students and employees

Strategic Indicators Fall 2023 Update

Annual action plans are created for implementation of the DEI Strategic Plan, leading to comprehensive implementation of the full DEI Strategic Plan by Spring 2026.

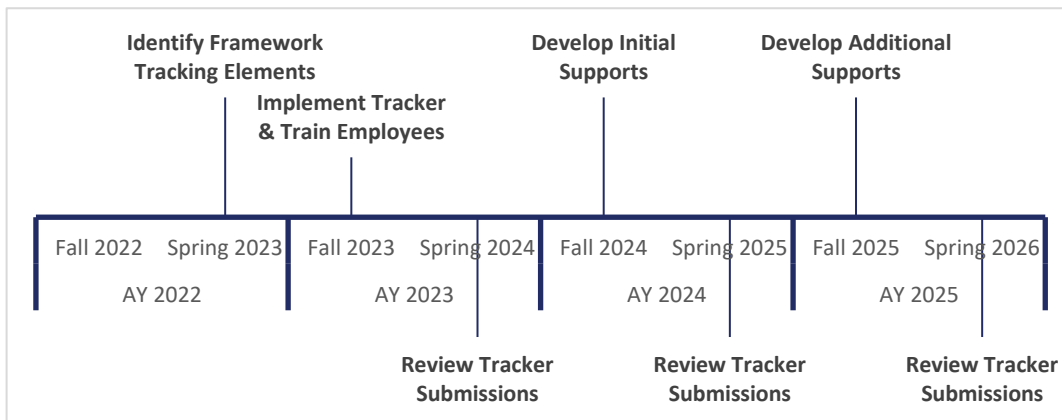


Strategic Action: Extend DEI planning efforts beyond the current three-year strategic plan ending in spring 2023, in alignment with the College's strategic plan ending spring 2026.

Accomplishments: Team members organized outreach efforts to connect with leads for various activities described in the DEI strategic plan. This outreach helped the Hustle Huddle complete an assessment/inventory of strategic plan actions that have been completed, actions in-progress, actions ongoing, and actions not started. The team is now working to prioritize those incomplete elements, and will use those priorities to establish a roadmap for actions that will be completed by spring of 2026.

Challenges: Many teams outside the Hustle Huddle carry responsibility for some elements of the DEI strategic plan, and coordinating these teams' efforts can be a challenge. Capacity in the DEI office remains finite/limited; there are more needs and opportunities surfacing than can be pursued in the near term.

Increased employee use, and growth in confidence in applying the DEI Framework to policies, procedures, and decisions.



Strategic Action: Create tracking process for use of DEI Framework. Track current use of DEI Framework, and assess for ease and understanding of use. Build support tools to compliment use of DEI Framework.

Accomplishments: A project team has completed a draft of support tools that will complement the College's Equity Framework. These support tools will serve as orientation/guide to teams using the framework (new and repeat users). The project team has sent these draft materials to College Relations & Marketing for a design assist. Once complete, the project team intends to share these support tools with the full DEI Committee, as a trial run for future, broader distribution. Casey Layton and Csea Leonard continue to work with the Shared Governance Redesign project team, with a goal of having the new Shared Governance Councils serve as a core venue for using (and tracking use of) the Equity Framework.

Establish baseline information regarding the factors impacting the retention of non-dominant students and employees.



Strategic Action: Modify and regularly deploy DEI Climate Survey, including strategies to collect information about factors impacting the retention of non-dominant students and employees.

Accomplishments: The Climate Survey team has collaborated with Institutional Research and members of the Organizational Health Strategic Implementation Team to continue project planning for an Employee Climate Survey. The group has created a charter and SMART goals, to inform the development of the climate survey. This survey spans multiple strategic implementation plan teams and therefore requires added levels of coordination of communication. This survey will be deployed in Fall 2024. The research team will be asking the College community to engage in activities that will help design the climate survey over the course of AY23-24.

Recent achievements in support of Climate Survey development include the recruitment and training of a group of focus group facilitators, who conducted 13 focus groups over the course of fall 2023 term. These focus groups engaged the College community in reflection and discussion about desired climate elements. The Climate Survey team will take this feedback and use it to adjust their Climate Survey strategies as needed. Follow-up meetings will begin in spring 2024 term.


On Track


**Progress Made,
Assistance Needed**


At Risk