

Our Diversity, Equity, and Inclusion Plan for 2020-2024 includes the following 6 Goals and 16 Strategies:

Goal 1: Student Recruitment – Increase recruitment of underrepresented student populations

- Strategy 1: Actively recruit students from underrepresented groups
- Strategy 2: Enlist alumni from underrepresented groups to help recruit students

Goal 2 – Student Success and Retention – Increase retention initiatives for underrepresented students

- Strategy 1: Develop early arrival program for underrepresented students
- Strategy 2: Develop peer mentor program for underrepresented students

Goal 3 – Faculty, Staff and Administrator Access, Recruitment and Development

- Strategy 1: Increase awareness of diversity, equity and inclusion by developing and providing professional development opportunities
- Strategy 2: Continue to increase recruitment of underrepresented faculty, staff, and administrators. Promote greater diversity of the Board of Trustees
- Strategy 3: Create the synchronization of an onboarding system. To increase collaboration and visibility into the onboarding experience, making it both engaging and impactful
- Strategy 4: Assess policies and practices that are likely to reduce outcomes associated with unconscious bias

Goal 4 – Campus Climate

- Strategy 1: Foster a climate in which all members of the community feel safe, respected and valued
- Strategy 2: Identify the key diversity and inclusion priorities for the university
- Strategy 3: Foster environments where everyone can share their uniqueness and backgrounds

Goal 5 – Curricular Content Development and Opportunities – Create effective learning environments for all students

- Strategy 1: Design for and enhance accessibility for all
- Strategy 2: Ensure all educational spaces have state of the art academic computing resources
- Strategy 3: Develop and implement digital interactive reference service
- Strategy 4: Develop curricular content that promotes diversity, equity and inclusivity

Goal 6 – External Partnerships – Community Relations

- Strategy 1: Expand existing constituent relationships with diverse associations such as Hispanic Association of Colleges & Universities
- Strategy 2: Cultivate partnerships with external organizations who prioritize diversity