Strengthen, Innovate, Assess, Enhance & Engage
Our Five-Year DEI Plan and a Summary of Year One Progress

**Strengthen - Year One Progress**
We inventoried and expanded access to advocacy and support for students affected by the current campus climate and invested in existing best practice educational programs.

We prepared an inventory and assessed existing FYE retention programming and narrowed our program aspirations.

We completed an inventory of Student Life School and College Partnerships.

We engaged multiple community conversations focused on the Trotter Multicultural Center building process, site plans and answering questions.

**Innovate – Year One Progress**
We developed the groundwork for the Intercultural Development Inventory Pilot program for students.
- 250 students (16 different cohorts) participated in the IDI pilot
- First of three planned pilots over the next three years
- Each participant completed five educational phases
- 16 student focus groups and feedback sessions with all staff involved with pilot

We initiated development of a Truth, Racial Healing and Transformation Center.

**Assess – Year One Progress**
We invested in an Assessment Leadership Staff Team to lead assessment efforts for all of our DEI Strategic Teams to measure impact.

We increased research, evaluation and assessment professional development education and training opportunities for Student Life units.

We hosted the 14th Annual Student Life Research Symposium devoted entirely to assessment of DEI strategic efforts.

**Enhance – Year One Progress**
We aligned staff development and performance with diversity, equity and inclusion expectations.
- We added DEI expectations and competencies to training, evaluation and appraisals.
- We improved DEI staff development.
- We expanded Unconscious Bias Training.

We developed more inclusive and equitable hiring and onboarding practices and protocols to recruit and retain a more diverse workforce.
- We developed a Shared Hiring Philosophy.
- We developed training for our Search Committees.
- We improved our interviewing practices.
- We invested in developing a more diverse student workforce.
- We developed more equitable and consistent onboarding.
- We evaluated and assessed new staff resources, training, orientation and programs to align with DEI best practices.

**Engage – Year One Progress**
We developed an Undergraduate and Graduate/Professional DEI Student Advisory Board (DEI SAB) to enlist student perspectives on DEI plan implementation and assessment efforts.

We on boarded 26 student members for the Undergraduate DEI SAB and 25 student members for the Graduate/Professional DEI SAB.

We used existing infrastructure to encourage student voices in the Plan.

We assisted students in advocating for necessary refinement and realignment during the first year of plan implementation.

**Over the next five years we are committed to strategic investment in:**
- **Strengthening** existing advocacy, support and education and first year experience (FYE) programs for students, improving DEI partnerships with schools/colleges, and building the Trotter Multicultural Center on State Street
- Encouraging innovation with pilot initiatives to develop a more global and inclusive student mindset
- Improving assessment capacity to ensure our DEI work is more data-informed
- Enhancing current staff DEI skills and awareness, while developing inclusive hiring practices and building equitable onboarding and development experiences for all new team members
- Facilitating broad and diverse student engagement with DEI efforts