

# 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.

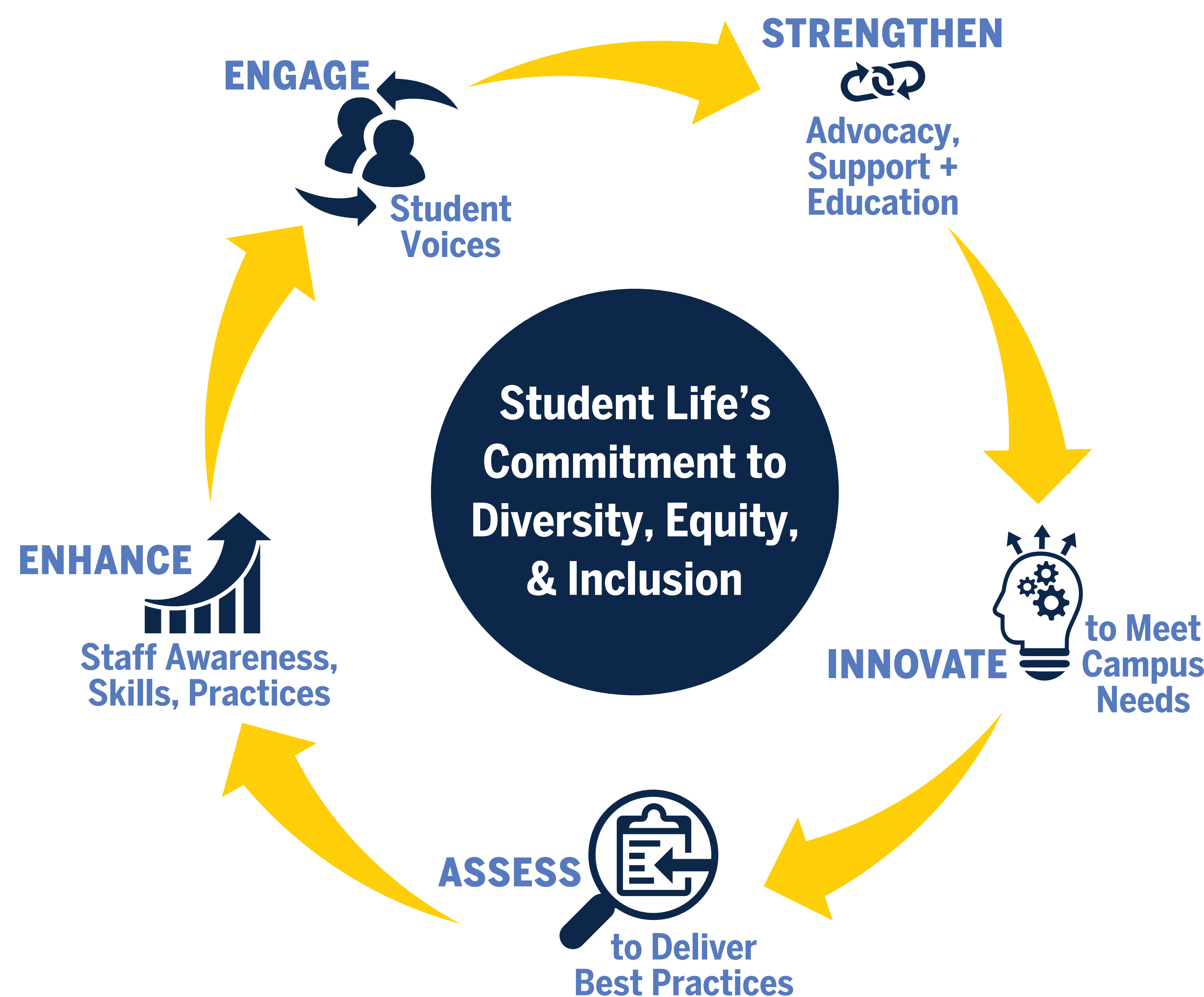
### Assess – Year One Progress

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.

### Our Five-Year Plan



### 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