Diversity and Inclusion Task Force 2017

Summary

In December 2016, President Brian Posler announced to the campus the formation of an institutional Diversity and Inclusion Task Force. In the announcement, he proposed the following goals for the Task Force:

- To craft a definition and rationale for our commitment to diversity, and to ensure it is well articulated in important College documents, the website, and throughout the campus;
- To develop plans designed to increase the diversity of hiring within our faculty and staff, and;
- To foster increased diversity and social justice programming on campus for students, faculty and staff.

Key desired outcomes are:

- To foster a more diverse faculty and staff and student body that reflects the diversity of our community and that can see itself reflected in curriculum, programs and campus activities;
- To support a deeper understanding of how we can build capacity for interactions in our multicultural community, and insuring that all students and employees feel welcome and valued;
- Incorporate key elements of the process in our next strategic plan.

Timeline and Activities

February

- Identify members (Dr. Bryan DePoy, chair) of the taskforce and announce members to the campus community and appropriate stakeholders
- First meeting of taskforce
  - Affirm understanding of charge
  - Discuss possible key goals and objectives
  - Identify appropriate subcommittees (which may include members not on taskforce)

March 2017

- Second meeting of taskforce
  - Preliminary development of list of preliminary goals to present to the president
  - Determine appropriate survey for distribution to campus stakeholders
- Hold a student diversity forum
- Subcommittees meet
April 2017

- Third meeting of taskforce
  - Discuss feedback obtained from student forum
  - Subcommittee reports
  - Final affirmation of success metrics
- Provide written update to key campus stakeholders
- Hold a faculty forum

May 2017

- Fourth Meeting of the taskforce
  - Subcommittee reports
  - Discussion of feedback from faculty forum
- Hold staff forum
- Hold community forum for select invitees

June 2017

- Fifth Meeting of the taskforce
  - Subcommittee reports
  - Discussion of feedback from staff forum
  - Discussion of feedback of community forum
- Final compilation of feedback obtained from internal and external stakeholders
- Alignment with goals and objectives and final affirmation of success metrics
- Distribution of findings to campus community

July 2017

- Identification of monitoring timeline, responsible areas
- Preliminary report written and submitted to the president and cabinet
- Preliminary report submitted to the campus community

August 2017

- Feedback reviewed and, if appropriate, incorporated
- Final distribution to the campus community and announcement on website

September 2017

- Plan goes into effect with active monitoring and regular reporting to the cabinet and board
- Plan is in effect throughout the duration of the strategic plan