# Strategic Plan for Diversity & Educational Equity
# At A Glance 10/18/13

| Core Values | Year 1 | Progress |
|---|---|---|
| **1. Academic Inclusivity** | **1**. Develop a campus policy on Academic Freedom *(Academic Affairs and Academic Senate)* | **In Progress - committee formed** |
| | **2**. Conduct a comprehensive review of CSUSM's curriculum | **In Progress w/ Academic Senate** |
| | **3**. Establish a regular meeting schedule with Academic Senate Officers | **Completed** |
| **2. Centrality & Connection** | **1**. Rename the office to "Office of Diveristy, Educational Equity and Inclusion" | **Completed** |
| | **2.** Require that all Management Personnel Plan (MPP) hiring, promotions, transfers, terminations and other personnel actions be subject to review by the Associate Vice President for Diversity and Ed. Equity | **In Progress -** |
| | **3**. Create a representative campus-wide Diversity Council | **Completed** |
| | **4**. Create a Bias Response Team | **In Progress - Task force formed** |
| | **5**. The AVP for Diversity & Ed. Equity will become an ad hoc member of the President's Executive Council | **Completed** |
| | **6.** Bring Faculty/Staff Associations within the Office of Diversity & Ed. Equity | **Completed** |
| **3. Outreach & Awareness** | **1.** Create an annual presidential-level diversity, educational equity, and social justice excellence awards recognition program | **To be done -** |
| | **2.** Create a diversity awareness month | **To be done -** |
| | **3.** Establish a regular meeting schedule with the ASI executive board of directors | **Completed-** |
| | **4.** Establish a regular meeting schedule with directors of social justice centers | **Completed-** |
| | **5.** Strategic Plan for Veterans *(Student Affairs)* | **In Progress -** |
| **4. Communication** | **1.** Review and revise website | **In progress** |
| | **2.** Institute a series of regularly held diversity forums for faculty, staff, MPP's and students | **To be done -** |
| **5. Evaluation & Assessment** | **1.** Review CSUSM's Affirmative Action Program for Faculty *(Academic Affairs and Academic Senate)* | **In progress- Search proc revised** |
| | **2.** Create and implement a diversity scorecard | **In progress- Data being collected** |
| | **3.** Issue an annual diversity and educational equity report | **To be done -** |
| **6. Professional Development** | **1.** Review diversity and multicultural awareness training for staff and administrators *(HREO)* | **In Progress-** |
| | **2.** Review diversity and multicultural awareness training for faculty *(Faculty Center)* | **In Progress- Diversity Fellow** |

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| | **2**. Conduct a comprehensive review of CSUSM's curriculum | **In Progress w/ Academic Senate** |
| | **3**. Establish a regular meeting schedule with Academic Senate Officers | **Completed** |
| **2. Centrality & Connection** | **1**. Rename the office to "Office of Diveristy, Educational Equity and Inclusion" | **Completed** |
| | **2.** Require that all Management Personnel Plan (MPP) hiring, promotions, transfers, terminations and other personnel actions be subject to review by the Associate Vice President for Diversity and Ed. Equity | **In Progress -** |
| | **3**. Create a representative campus-wide Diversity Council | **Completed** |
| | **4**. Create a Bias Response Team | **In Progress - Task force formed** |
| | **5**. The AVP for Diversity & Ed. Equity will become an ad hoc member of the President's Executive Council | **Completed** |
| | **6.** Bring Faculty/Staff Associations within the Office of Diversity & Ed. Equity | **Completed** |
| **3. Outreach & Awareness** | **1.** Create an annual presidential-level diversity, educational equity, and social justice excellence awards recognition program | **To be done -** |
| | **2.** Create a diversity awareness month | **To be done -** |
| | **3.** Establish a regular meeting schedule with the ASI executive board of directors | **Completed-** |
| | **4.** Establish a regular meeting schedule with directors of social justice centers | **Completed-** |
| | **5.** Strategic Plan for Veterans *(Student Affairs)* | **In Progress -** |
| **4. Communication** | **1.** Review and revise website | **In Progress -** |
| | **2.** Institute a series of regularly held diversity forums for faculty, staff, MPP's and students | **To be done -** |
| **5. Evaluation & Assessment** | **1.** Review CSUSM's Affirmative Action Program for Faculty *(Academic Affairs and Academic Senate)* | **In progress- Search proc revised** |
| | **2.** Create and implement a diversity scorecard | **To be done -** |
| | **3.** Issue an annual diversity and educational equity report | **To be done -** |
| **6. Professional Development** | **1.** Review diversity and multicultural awareness training for staff and administrators *(HREO)* | **To be done -** |
| | **2.** Review diversity and multicultural awareness training for faculty *(Faculty Center)* | **In Progress- Diversity Fellow** |

# Strategic Plan for Diversity & Educational Equity
# At A Glance

| Core Values | Year 2 | Progress |
|---|---|---|
| **1. Academic Inclusivity** | **1.** Create co-curricular programs that focus on diversity and social justice *(Student Affairs)* | Become involved in conversations about co-curricular model. |
| **2. Centrality & Connection** | **1.** Review recommendations from Campus Climate Committee | **WAIT** |
| | **2.** Review compliance with gender equity mandates, student-athlete welfare and programs and services for underrepresented student athletes *(Athletics)* | **WAIT** |
| **3. Outreach & Awareness** | **1.** Resume Social Justice and Equity Project *(Academic Affairs)* | **WAIT** |
| | **2.** Establish a formal liaison relationship with CSU System chief diversity officers | **WAIT** |
| **4. Communication** | **1.** Institute diversity dialogue series | **WAIT** |
| **5. Evaluation & Assessment** | **1.** Review CSUSM's Affirmative Action Program | **WAIT** |
| | **2.** Issue an annual diversity and educational equity report | **WAIT** |
| | **3.** Review performance review procedures for diversity related efforts *(HREO)* | **WAIT** |
| | **4.** Conduct a diversity, educational equity & inclusion climate survey | **WAIT** |
| **6. Professional Development** | **1.** Hire staff member to develop training programs and initiatives | **WAIT** |

# Strategic Plan for Diversity & Educational Equity At A Glance

| Core Values | Year 3 |
|---|---|
| **1. Academic Inclusivity** | **1.** Create a diversity and educational equity lecture series |
| **2. Centrality & Connection** | **1.** Elevate the AVP to Vice President |
| | **2.** Create a more formal relationship structure between ASI, Social Justice Centers and Office of Diversity, Educational Equity & Inclusion |
| **3. Outreach & Awareness** | **1.** Establish a San Diego County higher education chief diversity officer-network |
| | **2.** Create an annual diversity, educational equity, and inclusion conference |
| | **3.** Review the ombuds function |
| | **4.** Review the Chancellor's Office audit of programs and services for disabled students, faculty and staff |
| | **5.** Issue an annual diversity and educational equity report |

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| **Progress** |
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# Strategic Plan for Diversity & Educational Equity At A Glance

| Core Values | Year 4 |
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| **1. Academic Inclusivity** | **1.** Fund a Faculty Fellow for diversity position |
| | **2.** Issue an annual diversity and educational equity report |

| Progress |
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# Strategic Plan for Diversity & Educational Equity At A Glance

| Core Values | Year 5 |
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| **1. Academic Inclusivity** | **1.** Fund a second Faculty Fellow for Diversity position |
| | **2.** Issue an annual diversity and educational equity report |
| | **3.** Conduct a diversity, educational equity, and inclusion climate survey |

| Progress |
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