

## College of Community and Public Service

### Action Area 1: Retention and Recruitment (faculty, staff, students)

Goal	Strategy	Objective	Measures	Progress/Updates
Increase the presence of faculty from underrepresented groups (Latino, Native American, African American), LGBT, international and faculty with disabilities	Utilize university Affirmative Action Plan to identify underutilization for minorities and women	Use of Affirmative Action Plan (AAP) as systemic part of the hiring and recruitment process	100%	Use inclusion advocates for all searches. Do not request waivers from searches
	Network with diverse professional associations	Sponsor and support conferences, workshops, alumni, students, etc. that support a diverse vision	Number of supported events	The Johnson Center and HTM working with the Wealthy neighborhood on issues of inclusion.
	Advertise in diverse publications		100%	Use underrepresented publications and listserves.
Promote CCPS to minority students	Explore university participation in the POSSE program and/or other models that support minority student recruitment/retention	Sponsor programming opportunities to engage middle school population (e.g. GRPS, Central City) and present CCPS opportunities (e.g. anti-bullying programs, Lies-that-Bind, etc.)	10	GRPS, TRIO, conference on bullying, child abuse, HIV, MLK, Black History, Women's Center, Hispanic community event, Asian Conference.

	Develop pipeline programs for middle school students to cultivate interest/enhance preparation for specific disciplines			Have not done
Develop plan for recruitment/admission process for graduate students	Identify financial resources to support the effort	Sponsor programming opportunities to engage middle school population (e.g. GRPS, Central City) and present CCPS opportunities (e.g. anti-bullying programs, Lies-that-Bind, etc.)	Number of sponsored events	Have not done
	Facilitate recruitment of under-represented minority representation required for federal grants across the institution			Have not done
Action Area 1: Access and Equality - Policy/Administrative Initiatives				
Goal	Strategy	Objective	Measures	Progress/Updates
Reconfigure Intercultural Advisory Council (IAC) to better support the work of the Division of Inclusion and Equity	Establish a university committee to advise Division of Inclusion and Equity (University Inclusive Excellence Team – possible new name)	Provide representation from CCPS	Number of representatives	Have not done

	Group will provide advice regarding DAC recommendations, Inclusion Implementation Plan process, and other critical issues			Have not done
Provide representation from CCPS for the Inclusion and Equity Advisory Board				Have not done
Action Area 2: Campus Climate				
Goal	Strategy	Objective	Measures	Progress/Updates
Identify a person to serve on the University Climate Study Committee	Promote broad campus consultation in process due to mixed/negative perceptions from campus community regarding validity and methods utilized for 2005 climate study	Serve on University Climate Committee	Identify the person who is serving on the committee	Have not done
Encourage CCPS personnel to attend and participate in "Opportunities to Dialogue about Race" and other inclusion-related topics such as disability, class, religion, sexual orientation, etc.	Monthly breakfast dialogues on inclusion topics		Number of participants	When information is sent from the college it is sent from the Dean's office
	Consider small faculty and/or staff discussion groups			Have not done

Action Area 3: Diversity in Curriculum/Co-curriculum				
Goal	Strategy	Objective	Measures	Progress/Updates
Reward and value course content that integrates culturally diverse perspectives (race, class, disability, sexual orientation, religion, etc.) where appropriate	Develop local community connections with diverse cultural groups	Have diverse groups from the community present at class		Each unit looks for opportunities to work in the community and find presenters for class.
	Create course-based and co-curricular opportunities			Have not done
Develop/implement/co-sponsor diversity/inclusion campus-wide training/education workshops/programs	New Director of Intercultural Training to collaborate with partners	Have an annual CCPS conference that includes diversity/inclusion perspectives		Have not done
Action Area 4: Organizational Learning - Internal				
Goal	Strategy	Objective	Measures	Progress/Updates
Promote training and organizational development	Utilize training on a variety of inclusion-related topics including effective interviewing, unconscious bias, cultural competence, ADA, Proposition 2, etc.	Use the affirmative action plan as a way to promote the training needs of the unit	Percentage used	
Action Area 4: Organizational Learning - Community Outreach				
Goal	Strategy	Objective	Measures	Progress/Updates

Facilitate and sustain an effective mechanism for establishing partnerships and collaborations with Grand Rapids Public Schools	Superintendent of GRPS's: areas of interest	Sponsor programming opportunities to engage in collaboration	Monthly	Dean is on GRPS Superintendent advisory committee. We are doing an evaluation of the GRPS B2B program.
			Number of sponsored events	10+