

Action Area 1: Access and Equity-Recruitment and Retention (students, faculty & staff)				
Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary
<i>1. Assist with the Inclusion Advocate program</i>	Encourage staff members of the Division to apply for and participate in the Inclusion Advocate/Champion program	To increase staff participation	Track Division breakdown of IA's by Unit	All units
	Give input to design and facilitate new LGBT component	To include LGBT issues in the training as another aspect of inclusion	Review program	LGBT Resource Center
<i>2. Enhance diversity and inclusion focus in new student orientation and Transitions program</i>	Recruit a diverse group of Transitions leaders through targeted recruitment from various areas of campus	To advertise and promote leader application process online, OMA, WC, LGBT, Housing. Discuss diversity during selection process	Track demographics of applicants	Student Life
	Train Transitions leaders on the Bias Incident Protocol	To provide Bias Incident Training Protocol to all Transitions Leaders	Track participant numbers and Learning Outcomes Assessment after the program	Team Against Bias
<i>3. Promote a more holistic approach to undergraduate admissions to increase access/diversity</i>	Continue Gear Up and Wade McCree programs	To expose pre-college students to higher ed. experience and the campus community	Track participation	Multicultural Affairs
	Support the Freshman Academy program	To engage program participants in co-curricular experiences	Track participation	Multicultural Affairs
	Include GRCC and MCC students involved in Career Fairs	To expose students to career opportunities to encourage further education at GVSU	Track participation	Career Services
	Work with the Grand Rapids Prep Academy	To expose students to career opportunities to encourage further education at GVSU	Track participation	Career Services

Action Area 1: Access and Equity-Policy/Administrative Initiatives				
Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary
<i>1. Include diversity component in annual AP/COT Staff Performance Review.</i>	Train staff to improve intercultural competency	To establish intercultural training committee	Incorporate into Employee Assessment planning	Dean of Students Office

Action Area 2: Campus Climate

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary
<i>1. Review turnover rates of women and minorities by division (AP staff)</i>	Create an exit interview process with the Vice Provost/Dean	To make exit interview automatic upon receipt of a resignation	Track meetings with all departing staff	Dean of Students
<i>2. Develop support for non-traditional students</i>	Participate in Non-Traditional Student (NTS) task force	To address the needs of non-traditional students	Review results of the NTS survey	Dean of Students Office, Student Life, Women's Center, Children's Enrichment Center
	Coordinate the Veteran's Network	To coordinate monthly meetings of Veterans Network; maintain webpage and Facebook group, communicate needs of veterans to NTS and EDPAC subcommittee	Assess progress from NTS survey results	Dean of Students Office
<i>3. Design and implement schedule of Opportunities to Dialogue about Race</i>	Support efforts of Division of Inclusion and Equity by providing updates to the Vice President for Inclusion and Equity	To serve on the I&E Advisory Committee	Track participation	Multicultural Affairs and Women's Center
	Host Ongoing LGBT Conference: LGBT and Race	To dialogue on the intersection of LGBT and Race	Track participation	LGBT Resource Center
<i>4. Promote cultural competence in admissions protocol for student groups</i>	Provide Diversity and Bias Incident Protocol Training for Student Organizations	To increase cultural competence in student groups	Track presentations and participation	Student Life (Student Organization Development)
	Greek 101 and 201 Programs	To increase cultural competence in Greek organizations	Participant Evaluation	Student Life (Fraternity/Sorority Life)

Action Area 3: Diversity in Curriculum/Co-Curriculum

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary
1. <i>Reward and value course content that integrates culturally diverse perspectives where appropriate</i>	Create Inclusion/Diversity Leadership (non-credit) Certificate for Students	To connect with Mark Schaub and Regina McClinton to begin certificate planning	Development of certificate	Student Life (Leadership & Service Initiatives), Multicultural Affairs
	Provide Women's Issues Volunteer Corps diversity training for students	To continue to connect with all WGS students and others interested	Review training program	Women's Center
	Present on diversity topics at LIB 100, UNIV 201, Workforce Management Course, EDG Social and Cultural Foundations, PSY Courses, Physician Assistant Courses	To provide diversity component to select academic courses	Track number of presentations within each office	Multicultural Affairs, Counseling Center, Women's Center, LGBT Resource Center
2. <i>Develop/implement diversity/inclusion campus-wide training/education workshops/programs</i>	Provide the following: Professionals of Color Series	To provide diversity training to key campus constituents	Review participation and program evaluations	Multicultural Affairs
	Cultural Heritage Celebrations	See above	See above	Multicultural Affairs
	Multicultural Conference	See above	See above	Counseling Center
	Ongoing LGBT Conference	See above	See above	LGBT Resource Center
	Her Story Series	See above	See above	Women's Center
	Resident Assistant Program	See above	See above	Housing and Residence Life

Action Area 4: Organization Learning -Internal

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary
<i>1. Training and Organizational Development</i>	To establish Diversity Training Committee	To ensure that diversity topics are addressed each year through a variety of training mechanisms	Chairs of committee will track staff diversity training within Division	Dean of Students Office
<i>2. Provide consultation and intervention</i>	To provide a Mediation Process	To assist resolve conflicts	Participant evaluations	Dean of Students, Housing

Action Area 4: Organization Learning –Community Outreach

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary
<i>1. Facilitate and sustain partnerships with GRPS and other districts and diverse populations</i>	Continue GEAR UP program	To create stronger community partnerships mentor high school students and parents	Participant evaluations	Multicultural Affairs
	Continue partnership with Allendale Alternative School	See above	Participant evaluations	Children's Enrichment Center
	Co-sponsor Girls in Sports Program with GRPS	See above	Participant evaluations	Women's Center
	Serve on Western Michigan Fair Housing Board	To promote fair housing	Review actions of the board	Counseling Center
	Serve as a leader for West Michigan Association for Education of Young Children	To provide GVSU staff with learning opportunities related to young children	Participant evaluations	Children's Enrichment Center
	Participate in West Shore Aware Collaboration	To ensure West Shore Aware Scholarship for students	Review scholarship awards	LGBT Resource Center