

# DIVERSITY

## Priority 1

### CCOE - College Committee

- ii. Develop diversity statement
- iii. Develop Diversity Recruitment Plan
- iv. Add section on syllabus about plans to address diversity
- v. Look at Damian Williams' Inclusive framework
- vi. Survey current practices
- vii. Develop mission with support for diverse students and faculty
- viii. Follow through on who is responsible

### CCOE - Definition of diversity

- I. Gender diversity
- II. Include SES & 1<sup>st</sup> gen in def., advocate for this def. at state level
- III. Broadened
- IV. Focus on culture around us
- V. Use our own stories to understand others

## Priority 2

### Students

- i. Bring diverse students to campus
- ii. Training about meaning of Safe Zone
- iii. Financial and social service resources for diverse students
- iv. Student placements in diverse settings

### Faculty

- I. Diverse faculty – priority hiring
- II. Work with community and schools to teach about diversity
- III. Training for faculty on how to deal with student overt biases
- IV. Create policy on diversity – use Bridget Baird
- V. Create boiler plates for community use to communicate about diversity
- VI. Diverse faculty to lead informal sessions with non-diverse faculty to communicate non-diverse faculty's willingness to advocate for diverse students
- VII. Bring diverse faculty or community members to speak in our classes

### Communications

- I. Improve, mock of Blue & Gold Digest for each department
- II. Highlight accomplishments of diverse students
- III. Faculty to report on committees during faculty meetings
- IV. Better presence of diverse students on web site

## Priority 3

### CCOE - Programming

- i. Broadening programs to address tensions between on-line and international
- ii. Post-secondary programs for people w/ intellectual disabilities
- iii. Summer & Winter experiences for faculty & students in diverse locations
- iv. Programs to address stress of students and faculty related to diversity
- v. Sister Schools (with more diverse institutions)

### CCOE - Training

#### Faculty

- I. Poverty simulation/Diversity simulation
- II. Resources
- III. Pedagogy
- IV. Understanding of how to have conversations about diversity
- V. Face-to-face more effective than on-line

#### Students

- I. Face-to-Face more effective than on-line

### Research

- i. Focus groups to hear about experiences of diverse students
- ii. Research our university's and other universities' practices related to diversity