

## Diversity Tactical Plan for 2012-2013

Themes and Objectives	Tasks	Assignments and Timelines	Outcomes
<p><i>Theme I: Cura Personalis</i>  <b><u>Objective One</u></b>  Identify and assess the effectiveness of tracking strategies for the recruitment and retention of diverse students (low income, first generation college attendees, ethnic minorities and students with identified disabilities).</p>	<ol style="list-style-type: none"> <li>a. Review records of current students as enrolled</li> <li>b. Review and update current recruitment strategies</li> <li>c. Review and update current retention strategies</li> </ol>	<p>Assigned to and in collaboration with:</p> <ul style="list-style-type: none"> <li>• Office of Equity and Diversity</li> <li>• Office of Multicultural Affairs</li> <li>• Center for Teaching and Learning Excellence</li> <li>• Deans' Academic Advising Centers</li> <li>• Office of Provost (Admission and Enrolment)</li> </ul> <p>Timelines: June 2012 – May 2013</p>	<ul style="list-style-type: none"> <li>• To link the retention rates of diverse students back to recruitment strategies</li> <li>• To raise (if applicable) the retention and matriculation rates of diverse students</li> </ul>
<p><i>Theme I: Cura Personalis</i>  <b><u>Objective Two</u></b>  Update and disseminate</p>	<ol style="list-style-type: none"> <li>a. Update sexual harassment prevention policy and resolution</li> </ol>	<p>Assigned to and in collaboration with</p> <ul style="list-style-type: none"> <li>• Office of Equity and Diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Raise awareness of said policies to 100% of the employees</li> </ul>

<p><b>harassment and discrimination prevention policies</b></p>	<p>process</p> <p>b. Develop discrimination prevention policy and resolution process</p> <p>c. Disseminate policies campus wide through training and announcements</p> <p>d. Provide sensitivity and diversity training</p> <p>e. Provide online option for off campus faculty and telecommuters</p>	<ul style="list-style-type: none"> <li>• Office of the General Counsel</li> <li>• Office of Human Resources</li> </ul> <p>Timelines: June 2012- May 2013</p>	<ul style="list-style-type: none"> <li>• Monitor risk management and employee retention</li> </ul>
<p><i>Theme II: Magis</i> <b><u>Objective One</u></b> <b>Encourage and reward scholarship by our faculty, students and staff that connects academic excellence to diversity</b></p>	<p>a. Create opportunities to show case Women in Science (STEM),</p> <p>b. Create opportunities to showcase Men engaged in non-traditional diversity research</p> <p>c. Highlight research and publications in</p>	<p>Assigned to and in collaboration with</p> <ul style="list-style-type: none"> <li>• Office of Equity and Diversity</li> <li>• Faculty Scholars</li> <li>• University Research</li> <li>• KSOM</li> </ul> <p>Timelines: June 2012 – May 2013</p>	<ul style="list-style-type: none"> <li>• Raise levels of participation in meaningful diversity related scholarship and pedagogy within our faculty</li> </ul>

	<p>transitioning of people with disabilities</p> <p>d. Support exploration of academic institutions in Rwanda</p>		
<p><i>Theme II: Magis</i></p> <p><b><u>Objective Two</u></b></p> <p><b>Expand opportunities for multicultural experiences for our campus community</b></p>	<p>a. Create new opportunities for connecting the Nepali Community to the University</p> <p>b. Renew connections with the African American communities to the University</p> <p>c. Seek out two new connections to the Hispanic Community as bridges to the University</p> <p>d. Strengthen and highlight integration of the International Students to the main</p>	<p>Assigned to and in collaboration with</p> <ul style="list-style-type: none"> <li>• Office of Equity and Diversity</li> <li>• Office of Community Relations</li> <li>• Office of International Students</li> </ul> <p>Timelines: June 2012 – May 2013</p>	<ul style="list-style-type: none"> <li>• Strong bridges to the community will increase resources for the university through research collaborations, mentors, cultural and language instructors, etc.</li> </ul>

	student body		
<b><i>Theme III: Rei Solicitudo</i></b> <b><u>Objective One</u></b> <b>Increase supplier diversity and invest resources in the local community</b>	a. Explore business and supplier connections with local minority, women and persons with disability owned businesses	Assigned and in collaboration with <ul style="list-style-type: none"> <li>• Office of Equity and Diversity</li> <li>• Division of Finance</li> </ul> Timelines: June 2012 – May 2013	<ul style="list-style-type: none"> <li>• Strengthens bridges to the community</li> </ul>
<b><i>Theme III: Rei Solicitudo</i></b> <b><u>Objective Two</u></b> <b>Increase awareness of proactive strategies to minimize liability</b>	a. Provide new managers with policy compliance training b. Update content and skill sets for long standing managers c. Develop training materials for cultural sensitivity for all line managers	Assigned and in collaboration with <ul style="list-style-type: none"> <li>• Office of Equity and Diversity</li> <li>• Office of Human Resources</li> <li>• Division of Finance</li> </ul> Timelines: June 2012 – May 2013	<ul style="list-style-type: none"> <li>• Monitor risk management and employee retention</li> </ul>

For full Diversity Strategic Plan for 2010-2015, please click [here](#).