



OFFICE FOR DIVERSITY, EQUITY & INCLUSION 2022-2023 PLAN OF ACTION

The work of diversity, equity and inclusion is an integral component in creating an optimal learning environment for all institutional stakeholders. The 2022-2023 Diversity, Equity and Inclusion plan provides an outline for the university to promote and ensure the advancement of diversity, equity, and inclusion on its campuses.

Using a three-phase approach, these guiding questions have been identified for implementation and support:

- Year 1: How do we address the most pressing issues affecting our campus and develop initiatives to fully engage students, faculty, and staff?
- Year 2: How do we advance the principles of diversity, equity, and inclusion in such a way that it ensures an increase of diverse students, faculty, staff and administrators?
- Year 3: How do we identify and ensure support to the campuses and departments so that we are maximizing engagement and expanding resources in support of a more inclusive campus community?

In addition to the phases, the plan has three goals to advance diversity, equity, and inclusion:

- Cultivate a campus culture of inclusivity and belonging.
- Create opportunities for internal and external outreach and engagement.
- Support the recruitment and retention of more diverse students, faculty, and staff on campus.

Year 1: Fall 2022-Spring 2023

GOAL 1 – Cultivate a Campus Culture of Inclusivity and Belonging

The work of diversity, equity and inclusion mandates nurturing a campus community where all constituents feel appreciated, valued, and are empowered. This is a critical component to achieving a learning environment for all to reach their full potential.

- Strategy 1 – Conduct a campus-wide survey to assess campus experiences/needs.
- Strategy 2 – Establish campus expectations to encourage learning, discussion, and positive relationships.
- Strategy 3 – Create a communication platform to share DEI related concerns and suggestions.

- Host Virtual and In-Person Meet & Greet events to connect with faculty, staff, and students.
- Frequent 1-on-1 and focus group meetings with DEI Dean
- Monthly DEI newsletter

GOAL 2 – Create Opportunities for Internal and External Outreach and Engagement

The development of meaningful diversity, equity and inclusion initiatives is critical in advancing a more inclusive campus environment. To enhance the overall campus experience of ASUN constituents, a multicultural understanding and awareness will be promoted through consistent and relevant programming.

- Strategy 1 – Implement programming initiatives that promote an awareness and appreciation for diversity and inclusion
 - Fall and Spring Forums (with Guest Speakers)
 - ACE Culture Trainings (monthly)
 - Culture and Language Share (Spring 2023)
 - Diversity, Equity, and Inclusion Awareness Program/Event Schedule (listed on page 3)
- Strategy 2 – Ensure a presence at campus and community events and programs
- Strategy 3 - Provide DEI training opportunities for students, faculty and staff

GOAL 3 – Support the Recruitment and Retention of diverse students, faculty and staff on campus.

Collaboration with institutional and community partners is essential in expanding and ensuring resources to address the challenges of DEI on campus and beyond. To foster a more inclusive campus community, strategic and targeted efforts for the recruitment and retention of diverse students, faculty and staff will be implemented.

- Strategy 1 – Coordinate visits and initial outreach to local high schools
- Strategy 2 – Attend local civic group, organization, and agency meetings
 - Identify and support initiatives within the schools
 - Establish collaborative community partnerships
- Strategy 3 – Promote DEI at local community programs and events

Year 2: Fall 2023-Spring 2024

Thorough and strategic review of phase 1 outcomes and stakeholder feedback will influence the design and implementation of the year 2 plan of action. The following strategies have been outlined:

- Evaluate and improve data collection regarding DEI initiatives
- Implement DEI related campus support and affinity student organizations
- Organize DEI community, student, faculty and staff advisory boards
- Expand DEI training and professional development opportunities

Year 3: Fall 2024-Spring 2025

Thorough and strategic review of phase 2 outcomes and stakeholder feedback will influence the design and implementation of the year 3 plan of action. The following strategies have been outlined:

- Develop and promote DEI leadership and scholarship programs
- Provide mandatory faculty, staff, and student DEI annual workshop/training session
- Engage high school and community DEI partners to increase recruitment and retention.

Diversity, Equity and Inclusion – IMMEDIATE ACTION:

- Develop DEI brochure for dissemination during Fall 2022 welcome week events
- Review current student, faculty and staff demographics and institutional data to assess DEI related concerns and successes
- Collaborate with DEI committee chair to recruit new members specifically diverse student representation
- Collaborate with Human Resources to develop DEI presentation for New Employee Orientation.
- Coordinate with marketing director to revise the DEI webpage
- Schedule meetings with all academic departments to meet with various groups of students
- Design DEI campus-wide survey for distribution first week of classes
- Serve as advisor to the Multicultural Student Association (MSA).

Diversity, Equity and Inclusion Awareness Proposed Schedule:

- August – Back to School Events (all campuses)
- September – Hispanic Awareness
- October – Disabled Employee Awareness or Italian American Heritage Month
- November – American Indian Heritage Month
- December – International Day of Persons with Disabilities
- January – MLK Day
- February – African American History Month
- March – Women’s History Month
- April – National Deaf History Month
- May – Asian Pacific, Older American or Jewish American History Month
- June – Pride Month

Diversity, Equity and Inclusion Suggested Survey Questions:

Participants will respond using the following scale (with the exception of questions 20-25):

Strongly Agree Agree Neither Agree or Disagree Disagree Strongly Disagree

1. I see strong leadership support of ASUN's value of diversity and inclusion.
2. Employees who are different from most others are treated fairly within ASUN.
3. I feel included and respected within ASUN.
4. I am comfortable talking about my background and cultural experiences with my peers.
5. Management demonstrates a commitment to meeting the needs of employees with disabilities.
6. Racial, ethnic, and gender-based jokes are not tolerated at ASUN.
7. ASUN provides an environment for the free and open expression of ideas, opinions and beliefs.
8. If I had a concern about harassment or discrimination, I know where and how to report that concern.
9. I believe ASUN will take appropriate action in response to incidents of discrimination.
10. There is cultural diversity among the committee a job candidate will meet see on his/her first visit to ASUN.
11. At ASUN, everyone has access to equal employment opportunities regardless of their differences.
12. My supervisor or professor handles diversity matters appropriately.
13. ASUN has done a good job providing training programs that promote diversity and inclusion.
14. At ASUN, I can be successful as my authentic self.
15. I can voice a contrary opinion without fear of negative consequences.
16. At ASUN, I rarely feel like I am "the only one."
17. ASUN enables me to balance my work and personal life.
18. I feel that employees of different backgrounds are encouraged to apply for higher positions.
19. My job performance is evaluated fairly.
20. I feel that my compensation is fair, relative to similar roles at ASUN.
21. In your words, please define diversity, equity and inclusion.
22. If any, what Diversity, Equity & Inclusion events would you suggest?
23. With regards to Diversity, Equity & Inclusion, what topics do you feel need to be discussed?
24. Have you attended any DEI related events? If yes, what event did you enjoy most?
25. Do you plan to attend and participate with DEI events this semester?

Contact Information: Additional information will be communicated via the Dean for Diversity, Equity, and Inclusion. Feedback, discussion, and insight are encouraged at any point. Feel free to schedule a meeting by emailing: amber_grady@asun.edu

Disclaimer: With consideration for ongoing campus feedback, program review and/or scheduling limitations, the Office for Diversity, Equity and Inclusion reserves the right to modify this plan. The ASUN campus community would be notified of any changes.