

# DIVERSITY, EQUITY & INCLUSION

Attract, retain, and uplift systemically non-dominant students and employees

## Strategic Indicators Winter 2023 Update

**Annual action plans are created for implementation of the DEI Strategic Plan, leading to comprehensive implementation of the full DEI Strategic Plan by Spring 2026.**



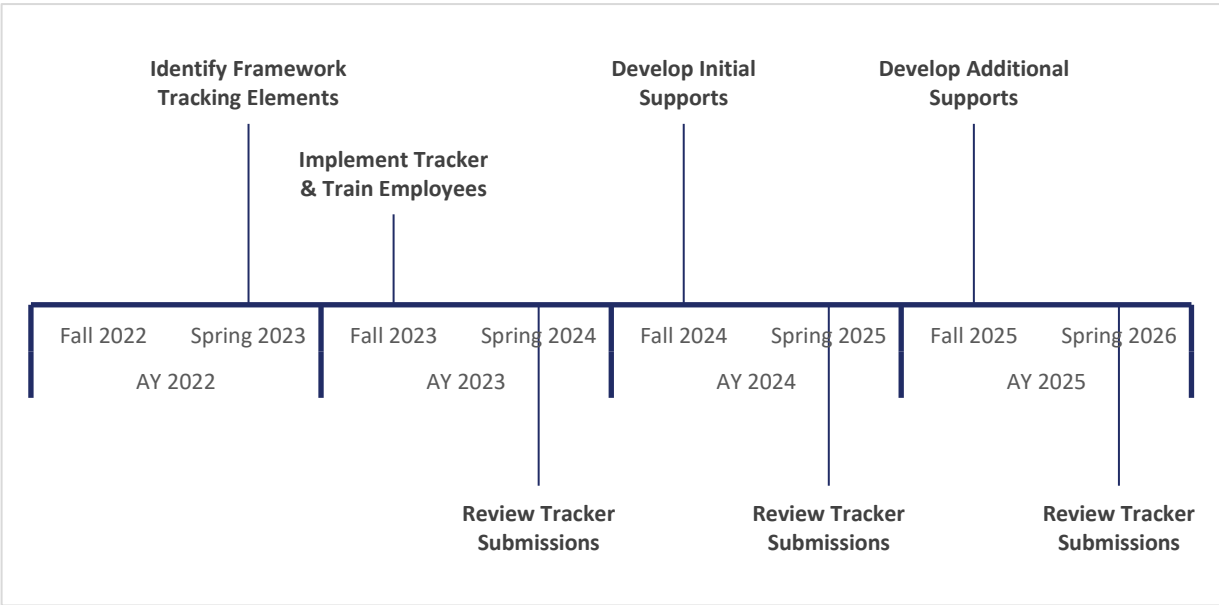
Strategic Action: Extend DEI planning efforts beyond the current three-year strategic plan ending in spring 2023, in alignment with the College's strategic plan ending spring 2026.

Accomplishments: A crosswalk has been created that will help the Hustle Huddle develop a shared understanding with the Holistic Student Support team, regarding projects that span the two implementation teams. Similar efforts with the Excellence in Equitable Teaching & Learning will begin soon.

The Hustle Huddle has onboarded new team members. A Teams site has been developed to facilitate sharing of resources, and to support teamwide communication.

Challenges: Team members continue to grapple with the creation of annual action plans that will lead to full implementation by spring 2026. Some elements of the DEI Strategic Plan are unassigned; ownership needs to be clarified, to ensure substantive progress can be made. The creation of crosswalks will help; additional time and energy will need to be spent to scope this work, and identify annual action plans for the coming years. Capacity in the CDEIO office remains finite/limited; there are more needs and opportunities surfacing than can be pursued in the near term. The implementation of the DEI Plan requires significant collaboration as DEI principles become integrated in college habits and operations.

**Increased employee use, and growth in confidence in applying the DEI Framework to policies, procedures, and decisions.**



Strategic Action: Create tracking process for use of DEI Framework. Track current use of DEI Framework, and assess for ease and understanding of use. Build support tools to compliment use of DEI Framework.

Accomplishments: Members of the Hustle Huddle are collaborating with members of the Shared Governance Redesign project, to ensure that the DEI Framework and Shared Governance decision-making tools are in alignment. The training for the DEI Framework is being updated. Completing these steps will serve as a foundation for creation of a tracking tool for future use.

Challenges: The Hustle Huddle vision would expand to having a toolkit that complements the core Framework tool; this will take some time to develop.

**Establish baseline information regarding the factors impacting the retention of non-dominant students and employees.**



Strategic Action: Modify and regularly deploy DEI Climate Survey, including strategies to collect information about factors impacting the retention of non-dominant students and employees.

Collaborated with Institutional Research and Liaison from the Organizational Health Strategic Implementation Team to continue project planning for an Employee Climate Survey. The group is creating a charter and creating SMART goals, that will inform the development of the climate survey. This survey spans multiple strategic implementation plan teams and therefore requires added levels of coordination of communication. This survey will be deployed in Spring 2024. The research team will be asking the College community to engage in activities that will help design the climate survey over the course of AY22-23 and AY23-24.

  
**On Track**

  
**Progress Made,  
Assistance Needed**

  
**At Risk**