



Carleton

# Inclusion, Diversity, and Equity

STRATEGIC PLANNING PROCESS

## KEY STRATEGIC ISSUES



Identity



Climate and Culture



Teaching and Scholarship



Successful Criteria

## SNAPSHOT OF CURRENT SITUATION

Feb–May 2021

### What’s in Place

- Programs and services
- Infrastructure
- Financial
- Staffing
- Past and current surveys and reports

### Stakeholders’ Perspectives

- Students, faculty, staff, and alumni
- Via questionnaires, focus groups, and interviews

### What’s at Play

- Trends
- Effective practices
- Gaps, challenges, and opportunities

## PLAN DRAFTED

May–Jun 2021

**Working Draft of Inclusion, Diversity, and Equity Strategic Plan**

## FEEDBACK

Sept–Oct 2021

### Discussion, Debate, and Direction

- Engage external thought leaders
- Cast a compelling vision
- Develop strategic options
- Agree on strategic directions and desired outcomes

## VISION & DIRECTIONS

Oct–Nov 2021

### Strategic Directions

- Goals, objectives, and accountabilities
- Metrics and process for assessment
- Timing and tradeoffs

### Resource Requirements

- Financial
- Infrastructure
- Human Resources

## IMPLEMENTATION

Dec 2021 +

- Determine scope with available resources
- Integrate into operational plans
- Establish performance objectives and measures