Inclusion, Diversity, and Equity
STRATEGIC PLANNING PROCESS

KEY STRATEGIC ISSUES
1. Identity
2. Climate and Culture
3. Teaching and Scholarship
4. 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