GOALS, STRATEGIES, OBJECTIVES, LINES OF ACCOUNTABILITY
(To be developed by academic divisions/administrative divisions)

Action Area 1: Access and Equity – Recruitment and Retention (faculty, staff, students)

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P=Primary
Ensure that IT has inclusive hiring practices	Review and learn concepts from Dr. Arnold's Inclusive Hiring Practices PowerPoint, Inclusion Advocate Program for staff, and participate in the training program: Building a Successful, More Inclusive Search program	During fall IT Leadership meeting, review and learn practices	Done by February 1

Number of members going through Inclusion Advocate Program | IT, Office of Diversity and Training |
Increase the diversity of students in STEM programs	Support S-STEM Laptop program	Buy and prepare laptops for each entering cohort	Done by August 1 each year	IT, STEM Departments
Expand technology and STEM opportunities to a diverse group of students	Hire a diverse group of student interns	Market technology based internships in IT with career services, BSU, LASA, and other organizations	Done at beginning of each semester	IT,

GOALS, STRATEGIES, OBJECTIVES, LINES OF ACCOUNTABILITY				

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Action Area 2: Campus Climate

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P=Primary
Create a more inclusive social environment	Continue work with ATO in creating a more inclusive social environment	Finish IDI and facilitate the planning and implementation of inclusive events	IDI done by Fall reading days, events in the Fall semester	Rod Tosten
Create a more inclusive event environment	Continue work making major events accessible to all participants.	Support CART service and foreign language translations for major events	Done successfully by end of each event	Rod Tosten

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Action Area 3: Diversity in Curriculum/Co-curriculum

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P=Primary
Clarify implementation of Heritage versus Native speakers policy in First Year Dashboard	Review and evaluate current language section of first year dashboard	Update first year dashboard to clarify language options and procedures	Done by May 2017	IT, College Life
Facilitate review of Heritage versus Native speakers policy	Encourage review of the Heritage versus Native speakers policy	During first year dashboard meetings with language faculty, highlight the policy and receive student feedback Students can now self report and departments define special track (Spanish 105 and 300 level)	Production May 2017	IT, Academic Division
		International students who have a TOEFL score apply directly to academic standing committee for English as second language Continue to gather, share, and analyze data	Production May 2017	IT, Academic Division
Improve access to departmental profile data	Work with faculty group to review and define	Implement and evaluate departmental profile	Production: May 2017	IT

	departmental profile data	reports		

GOALS, STRATEGIES, OBJECTIVES, LINES OF ACCOUNTABILITY
(To be developed by academic divisions/administrative divisions)

Action Area 4: Organizational Learning – Campus
(Developing Intercultural Competence*)

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P=Primary
Create a more inclusive campus environment	Have two IT members become IDI Facilitators	Rod and Gavin attend IDI Facilitators workshop	Done by Sept 15, 2016	IT
Create a more inclusive campus environment	Have IT members be aware of the opportunity to take the IDI	Provide funding and access for IT members to take the IDI	Done by Sept each year	IT

*Having the capacity to interact and work effectively with people from cultures different from your own.

SUGGESTED GOALS, STRATEGIES, OBJECTIVES, LINES OF ACCOUNTABILITY
(To be developed by academic divisions/administrative divisions)

Action Area 4: Organizational Learning – Beyond Campus
(Developing Intercultural Competence)

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P=Primary
Increase diversity in technology related fields	Promote to the 11th and 12th grades in Adams County, the Networking and Systems Tech Prep Program to increase diversity in the program.	Volunteer to give presentations to student diversity and inclusion organizations at Adams county junior and senior high schools	Attended promotion events by May 2017	IT and Rod Tosten