

WT 125 Generational Plan

Colleges and Responsibility Areas

Date

March 26, 2018

Area of Responsibility Name

Diversity and Inclusion Generational Plan

Introduction

The face of higher education in the United States is changing. The fresh out of high school, 18 year old student with no college credits are being replaced with students graduating high school with associate's degrees, students with families, full time jobs, and students who transfer from community colleges to university.

Theme Group Name

The Panhandle and Its Heart-The I-27 Corridor

Key Idea (1)

Key Idea (1)

Diversity and Inclusion must be normalized across campus.

Goal 1:

Develop a Diversity and Inclusion mission statement for each university unit.

Action(s) 1.1:

Develop a Diversity and Inclusion mission statement for each university unit.

Measurable Outcome(s) 1.1.1:

Each unit will carry out their mission with individualized D & I programing and measure student participation at each event.

Key Idea (2)

Key Idea (2)

Provide Diversity and Inclusion education/training for Amarillo and Canyon.

Goal 1:

To provide diversity and inclusion training to businesses, organizations, non-profits who engage with diverse populations.

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Action(s) 1.1:

Use the University Diversity Committee and the Community Diversity Advisory Board along with faculty and staff to conduct lunch and learns, workshops, and trainings to those who engage with diverse populations.

Measurable Outcome(s) 1.1.1:

Report on programs Diversity and Inclusion programming and measure community participation at each event.

Theme Group Name

Our Relationship to Community Colleges

Key Idea (1)

Key Idea (1)

Offer Diversity and Inclusion education/training that is accessible for Community Colleges in the Panhandle.

Goal 1:

To provide diversity and inclusion training opportunities to community colleges.

Action(s) 1.1:

Use the University Diversity Committee and the Community Diversity Advisory Board along with faculty and staff to conduct lunch and learns, workshops, and trainings to those who engage with diverse populations. Create opportunities to for community colleges to participate through webinars and online modules.

Goal 2:

To provide the opportunity for community colleges students to participate in diversity initiatives offered on the WTAMU campus.

Action(s) 1.1:

Invite community college leader's information about diversity programming opportunities for students.

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Goal 3:

Engage student organizations from WTAMU to mentor students from community colleges.

Action(s) 1.1:

Schedule events that will give the WTAMU students the opportunity to work on service learning projects with community college students.

Measurable Outcome(s) 1.1.1:

Outcomes will be measured by reports from Diversity and Inclusion programming and by participant's attendance at each event.

Theme Group Name

Undergraduate Academics

Key Idea (1)

Key Idea (1)

WT must demonstrate its commitment to Diversity through all units.

Goal 1:

To have diversity courses, programs, grants readily accessible through WT website.

Action(s) 1.1:

Create an inventory of Diversity courses, programs, grants for all units following the example from Colorado State University, diversityinventory.colostate.edu/home

Measurable Outcome(s) 1.1.1:

Inventory will be located on the university website.

Action(s) 1.2:

Identify courses in each unit for students to earn credit for academic credit for courses focused on diversity initiatives

Action(s) 1.3:

Develop a Diversity Certificate to be awarded when students Complete a designated number hours of courses focused on

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Diversity.

Measurable Outcome(s) 1.1.1:

Outcomes will be measured as students are awarded a Diversity Certificate upon graduation.

Key Idea (2)

Key Idea (2)

WT must increase the retention of male students of color to graduation

Goal 1:

Increase retention for male students of color through mentoring

Action(s) 1.1:

Develop a concise recruitment plan to target at risk men of color

Measurable Outcome(s) 1.1.1:

Increase and retain the number of Male students of color participating in mentoring retention program

Theme Group Name

Graduate Academics

Key Idea (1)

Key Idea (1)

Equip future professionals to be able to work in a global/diverse workforce.

Goal 1:

Increase the opportunity for students to gain experience working in global/ diverse from internships, and leadership opportunities gained through service learning opportunities.

Action(s) 1.1:

Collaborate with Experiential Learning to identify projects where students will have the

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opportunity to engage with diverse populations.

Measurable Outcome(s) 1.1.1:

Outcomes will be measured by the number of students participating in projects engaging with diverse populations.

Theme Group Name

Residential Education Experience

Key Idea (1)

Key Idea (1)

Leadership Training and Development - Residential Assistants spend more time with students, and have an opportunity to detect problems that may occur as well as provide intervention with students of all populations.

Goal 1:

Increase leadership training and development for diversity and inclusion for Residential Assistants.

Action(s) 1.1:

Increase diversity leadership training and development from once a year to once each semester.

Goal 2:

Increase diversity and inclusion leadership training and development for residence.

Action(s) 1.1:

Provide diversity leadership workshops for students to live in the residence hall.

Measurable Outcome(s) 1.1.1:

Track diversity and inclusion leadership training and development for residence halls.

Measurable Outcome(s) 1.1.2:

Track attendance of Resident Assistants and students, attending diversity

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leadership training.

Theme Group Name

Financial Resources

Key Idea (1)

Key Idea (1)

Diversity and Inclusion must be financially supported by the university.

Goal 1:

25% increase in current M & O budget for university to show commitment to D & I initiatives.

Goal 2:

Develop fundraising programs outside traditional university funding sources.

Action(s) 1.1:

Develop multicultural center

Measurable Outcome(s) 1.1.1:

Report on funds raised for diversity initiatives.

Theme Group Name

Intellectual Resources

Key Idea (1)

Key Idea (1)

Create spaces where resources for diversity, inclusion, equity can be located.

Goal 1:

Faculty staff and students will be made aware of various resources that can be used for diversity initiatives, research for students, and professional development.

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Action(s) 1.1:

Collaborate with the Library, PPHM, to have diversity resources area for diversity, inclusion, equity resources available.

Action(s) 1.2:

Develop multicultural center as a viable resource to all units.

Measurable Outcome(s) 1.1.1:

Inventory of Diversity resources.

Key Idea (2)

Key Idea (2)

Increase collaboration with faculty and units on campus to provide diversity, inclusion and equity programming for students, faculty, and staff.

Goal 1:

To increase opportunity's for faculty who have diversity education backgrounds to provide diversity, programs geared towards developing their marketable skills for working with diverse populations.

Goal 2:

To increase opportunity's for faculty to provide professional development programs to enhance the skills for staff who engage with diverse populations when providing services or to ensure diversity, equity, and inclusion in the classroom.

Action(s) 1.1:

Provide scholarly professional development and diversity leadership opportunities that will enhance skills.

Action(s) 1.2:

Develop merit incentives for participation.

Measurable Outcome(s) 1.1.1:

Track faculty participation.

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Measurable Outcome(s) 1.1.2:

Track attendance of students, faculty, and staff.

Theme Group Name

Human Capital

Key Idea (1)

Key Idea (1)

WT must recruit and retain diverse faculty, staff and administrators.

Goal 1:

Double the number of diverse faculty, staff, and/or administrators

Action(s) 1.1:

Develop a concise recruitment plan specifically targeting diverse populations.

Measurable Outcome(s) 1.1.1:

Increased number of diverse faculty, staff, and/or administrators.

Theme Group Name

Research and Infrastructure

Key Idea (1)

Key Idea (1)

Increase diversity, inclusion and equity programing for students, faculty, and staff.

Goal 1:

To increase opportunity's for students, to attend student leadership programs geared towards developing their marketable skills for working with diverse populations.

Goal 2:

To increase opportunity's for faculty and staff to attend professional development programs to enhance their skills for engaging with diverse populations when providing services or to ensure diversity, equity, and inclusion in the classroom.

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Action(s) 1.1:

Provide professional development and diversity leadership opportunities that will enhance skills.

Action(s) 1.2:

Develop merit incentives for participation.

Measurable Outcome(s) 1.1.1:

Track professional development programs.

Measurable Outcome(s) 1.1.2:

Track attendance of students, faculty, and staff.

Theme Group Name

Leadership Governance and Organization

Key Idea (1)

Key Idea (1)

Increase the role of the University Diversity Committee and the Community Advisory Board.

Goal 1:

To utilize the skills of the committee members to increase the opportunities for diversity initiatives for students, faculty and staff.

Action(s) 1.1:

Seek members who are committed to participating in strengthening diversity, inclusion, and equity initiatives.

Measurable Outcome(s) 1.1.1:

Outcomes will be measured from attendance and participation reports.

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Appendices and Additional Facts and Analysis

No Information Submitted

References

No Information Submitted