**NHTI 2020-2025 Strategic Plan Report**

**Strategic Plan Pillar: Diversity, Equity & Inclusion**

**Key Goals and Projects**

**Goal 1** Demonstrate appreciation for diversity, equity, and inclusion for our students, faculty, staff and community.

**Goal 2** Assess, enhance, and promote recruitment, retention, and support programs for underrepresented and diverse students.

**Goal 3** Enhance and promote recruitment, retention, and support programs for underrepresented and diverse faculty and staff.

**Goal 4** Create professional development and educational programs to enhance the college community’s awareness of and ability to address social injustice and cultural competency.

**Status and Progress of Key Goals and Projects**

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| --- | --- | --- | --- | --- |
| **KPI** | **Status****In Progress or Completed** | **Key Data** | **Key Stakeholders Involved** **(Name and Total Numbers)**  | **Shared Governance Date** |
| Recruit members for DEI Committee  | In progress | * Although not a KPI the Committee has spent a considerable amount of time on this. The Committee has been very intentional on the make-up of the group.
* Requests were made several times at Faculty Council, but there have been no additions. Only 2 representatives – Paula DelBonis-Platt and Susan Haas. Both are long standing members of this group.
* Committee is now focused on recruiting students to join.
 | * Current make up is 10 staff, 2 faculty.
* Goal is to recruit 5 students and 5 more faculty.
* Faculty Council
 | Not necessary |
| Create a Diversity Statement for NHTI | In Progress | * Diversity Statement created by DEI Committee
* Proposal was sent to key groups for feedback, including Faculty Council
* A campus wide survey was created to facilitate feedback
* Presented at Student Senate General Assembly for feedback.
 | * Faculty Council
* President’s Cabinet
* Student Senate General Assembly (28 students)
* Faculty/Staff survey (35 respondents)
 | Anticipated for 1st meeting of Spring semesterASLDEICollege Council |
| Increase and sustain the percentage of diversity focused campus life events, programs and offerings by 75% | On-going | * Student Engagement Team and Student Life have been tasked with this KPI.
* There has been an increase in programming efforts this semester with the Walk of Immigrants, Hunger and Homelessness Awareness, Transgender Remembrance Day, and the Defamation Experience (December).
* 9 scheduled Let’s Talk About….sessions
* SET is working on Spring 2021 schedule of events.
 | * Student Engagement Team (7 staff, 2 faculty and 2 students)
* Student Senate General Assembly
 | Announced at Open Communication Sessions |
| Review, refine and communicate civil rights, equity, and discrimination (bias) policy and response plan to reflect best practices | Starting | * Subcommittee led by Bridie Mager has been established and will begin work on this KPI.
* Will be exploring best practices and CCSNH policy.
 | Future Stakeholders* President’s Cabinet
* Faculty Council
* Staff
* Student Feedback – most likely through Student Senate General Assembly
 | DATE TBDIRESCollege Council |
| Develop mandatory education programs to develop cultural competence among all faculty and staff | Starting | * Subcommittee led by Susan Makee has been established and will begin work on this KPI.
* CCSNH DEI Committee is exploring the opportunity for system-wide education at Winter Symposium.
 | Future Stakeholders* President’s Cabinet
* Faculty Council
* Staff
 | DATE TBDIRES or ASLDEICollege Council |
| Identify and implement curricular supports for diverse and underrepresented students that align with best practices – | Starting | * Subcommittee led by Rosie Hughes-Smith has been established and will begin work on this KPI.
* Will need to work in conjunction with Dr. Rebecca Dean, as there may be overlap with Summer Bridge program and other initiatives.
 | Future Stakeholders* President’s Cabinet
* Faculty Council
* Staff
* Student Focus Groups
 | DATE TBDStudent SuccessCollege Council |
| Integrate and embed diversity into a full array of academic programs and curriculums – led by Paula DelBlonis-Platt | Starting | * Subcommittee led by Paula DelBonis-Platt has been established and will begin work on this KPI.
* Subcommittee will be made-up of primarily faculty.
* CCSNH DEI committee is exploring developing a process for faculty from across the colleges to review their disciplines’ program curricula.
 | Future Stakeholders* President’s Cabinet
* Vice President for Academic Affairs
* Department Heads
* Faculty Council
* Student Focus Groups
 | DATE TBD Curriculum SubcommitteeCollege Council |

**Projected Timeline**

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| --- | --- |
| **Year** | **Outcome** |
| 2020-2021 | Diversity Statement, Programming Increase, Civil Rights Statement |
| 2021-2022 | Programming Increase, Competency-Based Training, Curricular Supports, Embedded Diversity in Curricula, Recruitment Faculty/Staff, Support of Student Organizations |
| 2022-2023 | Programming Increase, Embedded Diversity in Curricula, Support of Student Organizations |
| 2023-2024 | Programming Increase, Embedded Diversity in Curricula, Support of Student Organizations |
| 2024-2025 | Programming Increase, Embedded Diversity in Curricula, Retention of Faculty/Staff |