**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 semester  ASLDEI  College 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 TBD  IRES  College 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 TBD  IRES or ASLDEI  College 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 TBD  Student Success  College 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 Subcommittee  College 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 |