**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 | * Still a work in progress.
* We have added a second student to the Team as well as Christie Cho.
* The Team lost Trish Loring and will be losing Susan Makee. The Team would like to replace Susan with the new HR Officer.
* Team needs additional faculty voices as many of the KPIs center on curriculum.
 | * Current make up is 8 staff, 3 faculty.
* Goal is to recruit 5 students and 4 more faculty.
* Faculty Council
 | Not necessary |
| Create and adopt a Land Acknowledgement Statement for the College | In-progress | * NHTI incorporated a Land Acknowledgement Statement during the 2021 Commencement program. DEI&B is working to develop and adopt an official statement to be used by College at events. Additionally, the committee is working on a proposal which would identify specific events in which it will be required to be included.
 | * Staff Council
* Faculty Council
* President’s Cabinet
* Student Senate General Assembly
 | DEIBCollege Council |
| Develop a policy for Transgender and Gender non-conforming students | In progress | * DEI&B Team has begun discussions on the development of a proposed policy for Transgender and Gender non-Conforming students.
* K-12 systems have already begun developing these policies for the schools. Many colleges are also adopting these policies.
* Policy would need CCSNH support and approval.
 | * Staff Council
* Faculty Council
* President’s Cabinet
* Student Senate General Assembly
* CCSNH Vice Presidents
* CCSNH Presidents
* Chancellor
 | Approval most likely needed at CCSNH |
| 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.
* Continued programming efforts this fall semester have focused on Hispanic Heritage Month, Dia de los Muertos, and Holiday Celebrations. In addition, there has been a large focus on student’s mental health
* Team continues to capture programming efforts in the database.
* SET is working on Spring 2022 schedule of events.
 | * Student Engagement Team (7 staff, 2 faculty and 3 students)
* Student Senate General Assembly
 | Announced during general announcements at College Council Additional communication efforts include The Links Newsletter, Porcelain Post, Website calendar and email notifications |
| Review, refine and communicate civil rights, equity, and discrimination (bias) policy and response plan to reflect best practices. | On Hold | * DEI Team worked on a revised response plan over the summer and is ready to present this to the campus for feedback. The policy has been placed on hold as we heard that CCSNH was in the process of having legal review the policy. DEI Team is waiting for verification on this.
 | Future Stakeholders* President’s Cabinet
* Faculty Council
* Staff Council
* Student Feedback – most likely through Student Senate General Assembly
* CCSNH DEI Taskforce
 | DATE TBDDEIB / IRESCollege Council |
| Develop mandatory education programs to develop cultural competence among all faculty and staff. | In-progress | * The Team would like to have this be one of the goals for this academic year with a Fall 2022 implementation.
* With the resignation of Susan Makee, the committee has placed this on hold until the Spring semester when the new HR Officer can join the Team. The HR Officer’s perspective is important in moving this KPI forward.
* CCSNH DEI Committee continues to discuss future system wide training opportunities.
 | Future Stakeholders* President’s Cabinet
* Faculty Council
* Staff
 | DATE TBDDEIB / IRESCollege Council |
| Identify and implement curricular supports for diverse and underrepresented students that align with best practices. | In-progress | * Summer Bridge program was held in Summer 2022. The program had 21 participants, of which 11 identified as students of color. 18 students completed the program. The program had mixed success results and has been re-envisioned for Summer 2022.
* Rebecca Dean has developed a retention plan to help support our student athletes in their academic success. Academic advisors have been identified to work specifically with student athletes early in the semester to ensure closer academic monitoring and referral to support programs such as tutoring. This program is being piloted this Fall with full implementation for 2022-2023.
 | Future Stakeholders* President’s Cabinet
* Faculty Council
* Staff
* Student Focus Groups
 | DATE TBDStudent SuccessCollege Council |
| Review of Campus Pride Index | In-progress | * The DEI& Belonging subcommittee of shared governance has been asked to serve as the review board of the Campus Pride Index. It has been proposed that DEI&B will review the Campus Pride Index every year and submit the assessment yearly on behalf of the College to the organizations. Recommendations for improvements or initiatives to support these efforts will be sent to the DEI Team or other appropriate areas, as needed.
* South Hall 3rd Floor renovations to the bathrooms were completed in early fall. The renovations included transforming this space to gender neutral bathrooms. This includes lengthening bathroom stall partitions for safety and modesty concerns. South Hall 2nd floor will undergo the same renovations this summer.
* With the success of the South Hall bathrooms, the DEI&B Team has recommended the renovation of Farnum Hall and the Student Center restrooms into gender neutral spaces. Rob Bowen is working on receiving quotes and hopes to have this project completed by the end of the Spring semester.
 | Future Stakeholders* President’s Cabinet
* Department Heads
* Faculty Council
* Student Focus Groups
 | Announced during general announcements at College CouncilMonday Memo |

**Projected Timeline**

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| **Year** | **Outcome** |
| 2020-2021 | Diversity Statement, Programming Increase, Civil Rights Process |
| 2021-2022 | Programming Increase, Civil Rights Process, Competency-Based Training, Curricular Supports, Development of Land Acknowledgement statement, Development of Transgender/Non-Conforming Policy |
| 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 |