

Office of the Vice President for Engagement
Diversity and Inclusion Goals
2018 – 2019

Overview

The units within the division that worked collaboratively to determine our goals are CSU Extension, CSU Online, the Office of Community and Economic Development, the Colorado Water Center, and our International Programs on Engagement in China, Ethiopia, and Kenya.

Goal 1: Establish baseline metrics across our units to be used in subsequent years as we seek to improve reach and engagement with diverse populations across Colorado and beyond

Analysis

- Evaluate and inventory metrics across Engagement currently in use that include diversity and inclusion-related data, including stakeholder demographics and reach, student enrollment, and staffing metrics

Design

- Establish a set of relevant metrics within each unit of the Office of Engagement to determine reach, engagement, and inclusivity with diverse stakeholders (including students)
- Look for commonalities and metrics that unite Engagement efforts across each of the units

Implementation

- *CSU Extension* – for metrics we are not already measuring, the team that oversees reporting will develop methods to collect data for baseline metrics measuring reach and engagement with diverse populations across Colorado; collect and evaluate data
- *CSU Online* – for metrics we are not already measuring, develop methods to collect available data for baseline metrics measuring marketing efforts (marketing team) and enrollment (data team) for diverse populations across Colorado and beyond; collect and evaluate data
- *Office of Community and Economic Development* – develop methods to collect demographic data for baseline metrics measuring reach and engagement with diverse stakeholders for each of the Hubs; collect and evaluate data
- *Colorado Water Center* – for metrics we are not already measuring, develop appropriate methods to collect data for baseline metrics measuring reach and engagement for diverse populations across Colorado; collect and evaluate data
- *Engagement International Programs* – develop methods and collect available demographic data for baseline metrics measuring reach and engagement across program collaborators in China, Ethiopia, and Kenya

- *All Units Within Engagement* – compile data across all units to form a report within the Office of Engagement regarding common metrics for reach and engagement of diverse stakeholders across the division

Evaluation

- *CSU Extension* – this data will form the baseline for development of diversity and inclusion goals for Extension regarding reach and engagement across Colorado
- *CSU Online* – this data will form the baseline for development of diversity and inclusion goals for CSU Online’s marketing efforts and enrollment across Colorado and beyond
- *Office of Community and Economic Development* – this data will form the baseline for development of diversity and inclusion goals for the Hubs
- *Colorado Water Center* – this data will form the baseline for future goals regarding reach and engagement across Colorado
- *Engagement International Programs* – this demographic data will form the baseline for future goals regarding reach and engagement across China, Ethiopia, and Kenya
- *All Units Within Engagement* – evaluate the compilation of data across all units to determine if goal has been met

Goal 2: Increase and encourage training opportunities for staff throughout all Engagement units regarding diversity and inclusion-related topics

Analysis

- Inventory and evaluate access to trainings on diversity and inclusion-related topics, including those offered externally, on campus, and by Extension's Diversity Catalyst Team (Extension's Diversity and Inclusion Committee)
- CSU Online will work with the Vice President of Diversity's (VPD) office to assess trainings that would be appropriate for online development

Design

- Extension's Diversity Catalyst Team will identify themes (such as those identified in the campus climate survey) for their Widening the Circle (WtC) Professional Development series that focuses on diversity and inclusion topics
- CSU Online will work with the VPD's office to plan one online course with selected trainings

Implementation

- Extension's Diversity Catalyst Team will offer a set number of their WtC series to everyone in Engagement and staff will be encouraged to participate in these as well as trainings offered on campus and externally.
- Working with the VPD's office, CSU Online will develop one online course with selected trainings

Evaluation

- The numbers of trainings and participation for the WtC series and staff participation in campus and other trainings will be evaluated; feedback will be collected after each WtC training; adjustments to the WtC trainings will be made based on feedback
- CSU Online will evaluate the course developed for the VPD's office using metrics for course quality to ensure a strong learning experience for participants