

Diversity Blueprint Goal

Division of Enrollment & Access
Colorado State University
2018-2018

Institutional Diversity Plan Goals

The University's Strategic Plan contains eleven major goals that serve to guide institutional efforts. Goal 8 delineates a set of six goals/objectives with a focus on Diversity, Equity, and Campus Climate. These six goals/objectives form the foundation for the Blueprint. The Blueprint resonates and expands the goals/objectives listed in the University's Strategic Plan to encompass a more holistic strategy for diversity, equity, inclusion and campus climate.

1. Increase recruitment of marginalized and excluded faculty, staff, and students
2. Improve retention and promotion of marginalized and excluded faculty, staff, and students
3. Develop cultural competency of all faculty, staff, and students
4. Cultivate an inclusive institutional climate
5. Embed diversity and inclusion in curriculum, educational programs, and research across all campus units
6. Increase outreach and engagement with marginalized and excluded external communities

Goal 1: Cultivate an inclusive climate across the Division of Enrollment and Access

Goal defined: Assess and improve climate of inclusion for all employees across the division

Analysis

- Assess current Division of Enrollment Access inclusive climate by analyzing:
 - Fall 2018 employee climate survey that will include division specific questions
 - Employee pay, position, title data
 - Employee exit/stay surveys and interviews
 - Manifestation of physical and virtual assets, engagements and environments regarding messages of inclusion

Design

- Form Inclusive Climate Team that will be charged with and supported to:
 - Develop Division specific questions for employee climate survey
 - Develop report on equity disparities in pay, position, titles, and/or other indicators of retention/advancement/achievement across the division by gender and race/ethnicity
 - Contract experts to conduct surveys and summarize qualitative data that will identify themes from employee exit surveys on staff who are leaving or have left the division, including informal interviews, training and development evaluations and focus groups, and stay surveys for staff who have been in the division 6+ years
 - Formulate quality standards and inclusive guidelines regarding safe and healthy workplace environments, welcoming and efficient student/client spaces, accessible and inviting webpages, and language considerations in communication materials and presentations

Implementation

- Inclusive Climate Team meets on regular basis to ensure appointed teams/individuals:
 - Disseminate findings from employee climate survey to all staff members in the Division; more extensive discussions with Division and departmental leadership teams, and other interested employees
 - Provide specific, written guidance to Directors on addressing disparities in pay, position, titles, and/or other indicators of retention/advancement/achievement to be implemented during FY'19 salary exercise, or at other time if necessary
 - Integrate inclusive practices developed from exit and stay survey themes into onboarding/orientation, training, supervision, evaluation, and compensation
 - Conduct visual scans of public work spaces, websites, and communication materials to remove non-inclusive artifacts, messages, and language, and replace with inclusive, accessible and affirming messages and physical environments

Evaluation

- Measure extent to which:
 - 100% of Division employees were informed on results of employee climate survey by February 2019
 - VPEA and Directors identified and addressed disparities in pay, position, title, retention/advancement/achievement in FY'19 salary exercise
 - Inclusive practices were included in staff meeting agendas, supervision meetings, evaluation processes in Fall 2018 and early Spring 2019
 - Environmental scans (physical and virtual) were conducted in Fall 2018, along with subsequent actions of removals and replacements in Spring 2019