

**THE COLLEGE OF WOOSTER
DIVERSITY, EQUITY AND INCLUSION STRATEGIC PLAN
SPRING 2018 UPDATE**

Goals, Actions, timeline	Current status	Updates
Increase recruitment of students, staff and faculty from historically marginalized groups		
1) Continue to develop focused student outreach and related partnerships and financial aid initiatives (ongoing)	Ongoing	Joined American Talent Initiative to increase graduation of low-income students
2) Review online and other materials to ensure high-quality information for prospective students, faculty and staff regarding diversity, equity and inclusion (2017-18).	Ongoing	New page on Diversity, Equity and Inclusion created. Additional materials in process.
3) All hiring departments, managers and chairs will participate in training to develop skills in recruiting diverse applicant pools, mitigating implicit bias, and mentoring inclusively and effectively. (Faculty: 2017-18, Staff: ongoing, starting 2018 with support from Human Resources in searches)	Ongoing	All hiring academic departments and 15 others completed 4 half-day workshops (total is 77% of departments). Staff training plans started in 2017, ongoing
4) Raise funds to create target of opportunity faculty hires (begun, summer 2017)	Ongoing	Mellon grant for four positions submitted April 2018; other funds still being sought
5) Join consortia such as Compact for Faculty Diversity and National Center for Faculty Development & Diversity (done)	Done - CFD	NCFDD in process
Broaden and deepen educational programs to improve cultural competencies and to increase professional effectiveness in diversity, equity and inclusion.		
1) Periodic educational programs on various facets of diversity, equity and inclusion for staff and faculty, as appropriate for roles/responsibilities (beginning 2018)	Ongoing	Inclusive classrooms program for all faculty in faculty meeting, April 2018. Several individual academic departments also engaged. Wooster is collaborating with the other OH 5 colleges in a Mellon-funded program that includes a workshop on May 23 and a follow-up session on August 6 to develop a plan for training for diversity coaches who will provide mentoring to faculty and staff on working with "New Majority" students. Training for all staff in HR, Student Affairs, President's cabinet, APEX & library with external trainer in spring 2018. 50 additional staff have also undertaken training with this facilitator.
2) Training for department chairs and managers on supporting diverse faculty and staff and creating/maintaining an equitable and inclusive working environment (will be developed with chairs and HR, beginning 2018)	Developing	Training for hiring dept's and most other academic departments in place (77% of academic departments completed). More to come in 2018-2019
3) Regular workshops for faculty on inclusive pedagogy, within departments and across the College (beginning spring 2018)	Ongoing	inclusive pedagogy workshops in teaching matters & faculty meeting. All departments expected to undertake learning in inclusive pedagogy in their fields.
4) Effective programs on diversity, inclusivity and community, for all first-year students and for RAs and other student leaders (enacted)	Ongoing	New, revised and expanded programs to be rolled out for orientation in 2018
5) Strengthen collaborations with the City of the Wooster regarding diversity and inclusion, particularly through sharing educational programs we bring here with local schools (beginning 2018)	Developing	#OneWoo initiative will undertake collaborations in the schools. Arrangements to collaborate on speakers still to come.
6) Coordinate and advertise diversity and equity-related programming across campus to all constituencies (begun, will work through student and staff/faculty advisory groups)	Starting fall 2018	
Strengthen Resources for work on diversity, equity and inclusion and for support of community members from underrepresented groups		
1) Provide dedicated staff to support diversity, equity and inclusion work.		
A. Hire one additional person with broad oversight of programs and assessments, reporting to President, with expertise relevant to staff and faculty as well as student experiences. (2017-18)	Search in process	Research done with external advisors, position description written, search committee in place. Search to commence 7.2018
B. Restructure to create dedicated staff for students within CDI (done)	Done	
2) Create an ongoing committee of students, staff and faculty to advise on diversity, equity and inclusion and to coordinate some programming opportunities (fall 2017)	Done	Two committees developed, DEI advisory committee for staff/faculty, and parallel committee for students. Staff/faculty committee discusses staff/faculty training and support, and have led preparations for CDO search.
3) Build programs and train student affairs staff broadly to effectively support 1 st generation, low income, LGBTQ+, and international students and students of color (begun 2017, ongoing)	Done (initial) and ongoing	Two days of training with external trainer - Feb and April 2018
4) Broaden and deepen programs for faculty and staff from historically marginalized groups, including on campus and through Ohio 5 and GLCA consortia (begun 2017, ongoing)	Ongoing	Wooster will host an inaugural event for faculty of color from Ohio 5 institutions in September of 2018. Additional plans will also be developed.

**THE COLLEGE OF WOOSTER
DIVERSITY, EQUITY AND INCLUSION STRATEGIC PLAN
SPRING 2018 UPDATE**

Define responsibilities across campus: include diversity, equity and inclusion work as part of the regular assessments and plans for individuals and departments		
1) Human Resources staff will develop ways to include diversity, equity and inclusion work as part of all regular staff annual evaluations as appropriate to roles (tools developed 2017-18, in use starting with summer 2018 review/planning cycle)	Developing	Tools being developed
2) The Teaching Staff and Tenure Committee will consider ways of including diversity, equity and inclusion efforts in faculty reviews and biannual reporting (2017-18)	Ongoing - initial changes complete	Draft language developed, discussed at chairs meeting and faculty meeting, spring 2018. The language in the template for the biannual reviews was changed to encourage faculty to report on invisible service and to require every faculty member to address how they contributed to diversity, equity and inclusion efforts during the two-year period. In addition, TS&T changed the language in the letters that are sent to faculty who are up for review and to their chairs to encourage providing information about invisible service and contributions to diversity in the review process.
3) The Educational Policy Committee will develop ways for academic departments and programs to include diversity, equity and inclusion in goals within their annual plans and assessments, and in external reviews (beginning 2018). Cabinet will collaborate with others to develop ways for non-academic departments to do so (beginning 2018).	Developing	EPC is currently working on this, spring 2018
Create Policies and programs for equitable access		
1) Develop policy on gender-neutral facilities, and monitor progress toward any needed facilities (2017-2018)	Developing	Policy developing; all-gender rest rooms in all res halls completed.
2) External review of disability support services and ADA compliance (2017-2018)	Developing	Work started in 2017, will complete fall 2018
3) Create timetable/plan for improving accessibility of facilities (2018-19)	Developing	Will do in 2018-19 as planned
4) Review/update/communicate bias incident and discrimination reporting and response processes (begun, summer 2017)	Underway - in process	Bias Incident Response Team created 1/2018. Draft of new policy and process for all discrimination-based harassment/harm for faculty, staff and students written. Reviewed with cabinet and with faculty committee on conference with trustees. Made available to community for review and comment May 2018.
Communicate		
1) Communicate mission statement, resources and progress on a website that would be helpful to those considering coming to Wooster as well as to those already here (ongoing)	Ongoing	New website that more fully describes mission, purpose and goals of DEI at Wooster, updates ongoing
2) Report annually to the community	Ongoing	Each year, starting with spring 2018
Additional items added since the DEISP plan's development		
Add lights, signage, cameras and additional coverage for Beall avenue safety	Ongoing	Lights, cameras and signage added, more lights coming. PD coverage increased, additional SPS coverage in process
Additional resources for student groups who provide support for DEI	Ongoing	Additional funding for CDI provided, review of funding by CC/SGA undertaken, housing process improved for group housing, new group houses for several student groups who support work related to DEI
Cultural competency training for student org leaders	Underway	Day-long training planned, will take place early fall 2018
Sanctioning guidelines for bias-related harassment	Developing	Work started, will continue once new Director of Student Rights and Responsibilities is hired
Campus climate survey	Planning	Planning for 2019
Monthly climate report	done	
Website translation	Ongoing	Committee started, is reviewing with web team which pages are most urgent. Google translate not recommended by student team.
International student needs; storage, insurance, ELL support	Done	New, more robust storage option developed and implemented; more robust health insurance option for international and DACA students obtained; 2nd ELL staff member approved and recruited
Curricular change to strengthen learning of all students about diversity, power and privilege	Underway	Task force completed work, will be brought to faculty meeting for discussion and vote by EPC in late spring 2018.