CNHS Inclusive Excellence Action Plan – Year One Goals

**PILLAR ONE: ACADEMIC**

**Faculty Development:** Programming in topics such as diversity, bias, white privilege, Universal Design for Learning (UDL), disability, etc.
*Deadline: January 2018 faculty event; semesterly brown bag lunch*

**Course inventory:** Develop a course inventory of classes that cover diversity and inclusive excellence.
*Deadline: End of fall semester*

**PILLAR TWO: COMMUNITY**

**People of Color Student enrollment:** Achieve POC enrollment at/above UVM average
*Deadline: Annually*

**People of Color faculty:** Increase the number of POC faculty
*Deadline: Annually- 1 Henderson Fellow by Fall 2017*

**More, and collaborative, programming:** Sponsor/co-sponsor/collaborate more broadly across UVM units to create programming to advance diversity and inclusive excellence
*Deadline: By end of AY 2017-18*

**PILLAR THREE: ENVIRONMENT**

**ADA assessment:** Complete ADA physical space assessment of Rowell & Pomeroy
*Deadline: By end of AY 2017-18*

**Accessible curriculum:** Faculty review of teaching materials and pedagogy for accessibility of use via Universal Design for Learning
*Deadline: End of fall semester*

**Universal Design for Learning (UDL) workshop attendance:** At least one faculty member per academic program attends UDL workshop through CTL
*Deadline: By end of AY 2017-18*

**PILLAR FOUR: OPERATIONS**

**Comprehensive document review:** Review, evaluate, recommend changes to CNHS employee assessment instruments via a document review to ensure that inclusive criteria are present (advising survey, RPT, annual review, staff performance appraisals, course evaluations, onboarding new employees)
*Deadline: By end of AY 2017-18*

**Develop and promote menu of inclusive excellence offerings:** Develop inventory/menu of inclusive excellence activities for faculty and staff to continue the work begun in this process.
*Deadline: By end of AY 2017-18*
CNHS Inclusive Excellence Action Plan – Year Three Goals

**PILLAR ONE: ACADEMICS**

**Organizational self-assessment:** Each area in the College will complete a cultural competence organizational self-assessment and develop a plan based on outcomes.

- Key Resources: Needs to identify a facilitator. Funding is needed.
- **Deadline:** End of December 2018

**Curricular change/innovation:** Expand opportunities for all levels of students to take classes in the college that; 1: engage students with learning about their own culture, bias, and other cultures through classroom experiences, local community interactions, and/or travel experiences, 2: include interprofessional education, 3: include community service learning.

- Key Resources: Faculty and staff, Program Directors; program/college/department curriculum committees, community organizations.
- **Deadline:** End of May 2020

**PILLAR TWO: COMMUNITY**

**CNHS Pathway Program:** Matriculate new American and former refugee students into CNHS programs

- Key Resources: OSS. Funding
- **Deadline:** Start of AY 2019-20

**Money for recruitment/yield of diverse UG and Grad students:** Develop financial mechanism to facilitate recruitment/yield of high quality diverse UG and Grad Students

- Key Resources: At the Grad level - Examine program level processes and historical data on success of those processes. Work with SFS for eligibility reports
- **Deadline:** Annually

**College-funded development:** Catalog diversity and multicultural competence development opportunities paid for by the college

- **Deadline:** End of fall 2017

**PILLAR THREE: ENVIRONMENT**

**Meet ADA standards for physical space:** Compliance achieved

- Key Resources: Funding
- **Deadline:** By end of May 2020

**Implement UDL principles into courses**

- Key Resources: CTL, Faculty, and Chairs
- **Deadline:** By end of May 2020

**PILLAR FOUR: OPERATIONS**

**Comprehensive document review:** Review, evaluate, recommend changes to CNHS employee assessment instruments via a document review to ensure that inclusive criteria are present (advising survey, RPT, annual review, staff performance appraisals, course evaluations, onboarding new employees)

- **Deadline:** By end of AY 2017-18

**Develop and promote menu of inclusive excellence offerings:** Develop inventory/menu of inclusive excellence activities for faculty and staff using the to continue the work begun in this process.

- **Deadline:** By end of AY 2017-18