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.* **ACHIEVED**

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

**PILLAR TWO: COMMUNITY**

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

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

**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* **ACHIEVED**

**PILLAR THREE: ENVIRONMENT**

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

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

**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* **ACHIEVED**

**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* **ACHIEVED**

**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* **ACHIEVED**
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 May 2020

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: End of May 2020

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

ACHIEVED

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 May 2020

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 May 2020