Cascaded Plan – Waypoint 1

July 1, 2016 – June 30, 2019

Support Unit Name: Equity and Diversity Unit

Long term focus which supports the University of Idaho Strategic Plan:
(Narrative including which university goal(s) will be advanced and supported by the unit's highest priority activities over the next nine years and a brief description of   anticipated tactics deployed to help the University of Idaho meet goal(s))

The Office of Equity and Diversity (EDU) has identified four themes to focus on to achieve our long-range goals creating and maintaining an inclusive climate for faculty, staff, and students at the University of Idaho. The four core themes are: culturally relevant and responsive recruitment programs, high-touch, high-impact student support services, cultural competence trainings and workshops, and cultural enrichment opportunities. These initiatives are designed to narrow the gap to achieving educational parity in student retention, persistence and progress to a timely graduation.

Culturally relevant and responsive recruitment programs**:**

The majority of our Idaho students from diverse backgrounds are from 1st generation and limited-income families. These characteristics emphasize the need for exposure in the K-12 system to greater opportunities in higher education. EDU recruitment programs provide an opportunity for students and parents to receive information from culturally connected staff members who can guide them through the application and financial aid processes, and orient them to campus resources and support. Important on-campus visitation programs, such as Vandal Challenge and HOIST, expose students and families to the cultural and academic resources offered at the UI and introduce key support staff in those departments.
Goal 3, Objective C: Create an inclusive learning environment that encourages students to take an active role in their student experience.
Goal 4, Objective A: Build an inclusive, diverse community that welcomes multicultural and international perspectives.

High-touch, high-impact student support services:

Provide culturally responsive programming that is inclusive of multicultural pedagogies and families. In order to narrow the gap in educational parity, the EDU will expand academic, cultural, and social support services to students from multicultural and diverse backgrounds. With a consistently high retention rate, the unit prioritizes a proactive advising approach to meet the cultural and academic needs of students.
Goal 3, Objective C: Create an inclusive learning environment that encourages students to take an active role in their student experience.
Goal 4, Objective A: Build an inclusive, diverse community that welcomes multicultural and international perspectives.

Cultural Competence Trainings and workshops:

The Equity and Diversity Unit engages in social justice advocacy through policy implementation and the provision of university-wide cultural competence trainings and workshops that promote access and inclusion for multicultural and diverse populations. We are committed to ensuring bias-free, safe spaces for our entire Vandal family, to achieve our University's mission of focused and inclusive excellence.

Goal 3, Objective A: Provide greater access to educational opportunities to meet the evolving needs of society.
Goal 3, Objective C: Create an inclusive learning environment that encourages students to take an active role in their student experience.
Goal 4, Objective A: Build an inclusive, diverse community that welcomes multicultural and international perspectives.

Cultural Enrichment Opportunities:

The Equity and Diversity Unit develops and showcases culturally responsive events and programs, such as Shades of Black, Tutxinmepu Powwow, Farmworker Awareness Week, Women's History Month, National Coming Out Day, and the Cultural Literacy and Competence Symposium, to promote an intentional, culturally literate and proactive community founded on respect for the individual and the collective.

Goal 3, Objective A: Provide greater access to educational opportunities to meet the evolving needs of society.
Goal 3, Objective C: Create an inclusive learning environment that encourages students to take an active role in their student experience.
Goal 4, Objective A: Build an inclusive, diverse community that welcomes multicultural and international perspectives.

Mapping and assessing long-term activities with respect to the strategic plan goals and priority institutional metrics (page 6 of university strategic plan):

University Strategic Goal	Focus for unit? (Y or N)	Unit's high priority activities to support and advance this goal	Corresponding measure of success (metrics and / or milestones)
Innovate (especially terminal degrees)	N		
Engage (especially Go-on rates)	Y	Culturally Relevant and Responsive Recruitment Program Cultural Enrichment Opportunities	Focused Project Milestones and Metrics Focused Project Milestones and Metrics
Transform (especially Enrollment and Retention)	Y	Culturally Relevant and Responsive Recruitment Program High-Touch, High Impact Student Support Services Cultural Competence and Training Workshops Cultural Enrichment Opportunities	Focused Project Milestones and Metrics Focused Project Milestones and Metrics Focused Project Milestones Focused Project Milestones
Cultivate (especially Work Environment and Inclusivity)	Y	Culturally Relevant and Responsive Recruitment Program Cultural Competence and Training Workshops Cultural Enrichment Opportunities	Focused Project Milestones and Metrics Focused Project Milestones Focused Project Milestones

Waypoint 1 goal(s) and objective(s), and tactics (short narrative description):

Key tactics described here in narrative form, as a numbered list that will be performed during the first three years of the plan.
Include a cross referencing to strategic plan goals and objectives   where possible.

A.　　**Culturally relevant and responsive recruitment programs**

　　1.　　Strengthening of current culturally responsive programs. Currently, we provide culturally responsive recruitment programming that is inclusive of multicultural families and communities, through bicultural and/or bilingual events, such as AVANZA, Vandal Challenge, the Powwow, and HOIST. These events are geared toward including the participation of parents and family members.
　　　　a.　Vandal Challenge: Assess and evaluate the percentage of students admitted and enrolled at UI. (Metric)
　　　　b.　Powwow: Assess and compare the number of participants engaged in annual recruitment activities at the Powwow. (Metric)
　　　　c.　AVANZA: Assess and compare the increase in the number of participants from high school visits. (Metric)
　　　　d.　HOIST: Assess and compare the increase in the percentage of seniors who enroll at UI. (Metric)

　　2.　　Develop new programs: The Women's Center and the LGBTQA Office will initiate targeted outreach to increase enrollment of constituencies served through implementation of innovative tracking programs.
　　　　a.　Women's Center: Develop a targeted outreach plan for students attending recruitment events. (8 Milestone, completed by July 2017)
　　　　b.　LGBTQA Office: Develop a targeted outreach plan for students attending recruitment events. (5 Milestone, completed by July 2017)

B.　　**High-touch, high-impact student support services:**

　　1. Diversity Scholars program: Upon review of first term G.P.A. and first semester credits of underrepresented student populations, there is a need increase educational parity. The goal of the unit will be to provide intensive advising, tracking academic progress, ensuring completion of courses, providing tutoring and mentoring.
　　　　a.　Diversity Scholars Program: 1st term gpa and 1st term credit completion (metric)

　　2.　Retention Program: Retention rates for underrepresented student populations are still competitive and within 1% of the general population. In order to maintain high retention rates, a continued proactive advising approach, through a culturally responsive lens, will be implemented.
　　　　a.　Assess and evaluate the percentage of underrepresented students retained from freshman to sophomore year (Metric)
　　　　b.　Develop targeted retention outreach to students at critical points throughout their first year (Milestone-10, completed by July

2017)

    c. Assess and evaluate the percentage of LGBTQA students retained from freshman to sophomore year (Milestone- Metric completed by July 2017)

    d. Assess and compare the percentage of Diversity Scholars retained from freshman to sophomore year (Metric)

    e. Develop program database to document and track women who utilize Women's Center programs and services (Milestone- Metric completed by July 2017)

C.   Cultural Competence Trainings and workshops:

1. Trainings and Workshops: The Equity and Diversity Units develops and delivers university-wide cultural competence trainings and workshops that promote access and inclusion for multicultural and diverse populations.
   a. Develop marketing and effective website presence to increase the number of participants who access and complete cultural competence trainings through Professional Development Learning (PDL) (milestone- Metric, completed by July 2017)
   b. Develop mechanisms for training delivery that can be accessed by the UI Centers (Milestone-10, completed by July 2018)
   c. Assess and evaluate existing trainings (Milestone-40, completed by July 2018)

D.   Cultural Enrichment Opportunities:

1. Campus-wide cultural programming: Foster a culture of inclusiveness that will positively impact university constituents.
   a. Develop a unit database management system to track Diversity enrichment activities, participation and evaluation (Milestone-40, completed by July 2019)
   b. Assess and evaluate programs to align with organizational priorities (Milestone-40, completed by July 2019)
   c. Develop and promote a centralized marketing and communications plan in coordination with University Communications and Marketing (milestone-40, completed by July 2019)

Waypoint 1 Metric Targets for Unit:

For each numbered tactic on the prior page, please link to the appropriate strategic plan goal/objective and suggest a means of measuring progress over the course of the next three years (e.g. completion dates for milestones, specific measures of progress unique to your unit).

Initiative Number	Strategic plan goal and objective supported	Proposed means to assess progress	Baseline July 2016	Progress by July 2017	Progress by July 2018	Progress by July 2019
1. Vandal Challenge:	**Goal 3, Objective C:** **Goal 4, Objective A:**	Percentage of students admitted and enrolled	83% / 44%	85% / 47%	87% / 50%	90% / 53%
2. Tutxinmepu Powwow:	**Goal 3, Objective C:** **Goal 4, Objective A:**	Number of participants involved in pow wow recruitment initiatives	In Progress			
3. AVANZA:	**Goal 3, Objective C:** **Goal 4, Objective A:**	Number of participants from high school visits	In Progress			
4.HOIST:	**Goal 3, Objective C:** **Goal 4, Objective A:**	Percentage of high School Seniors enrolled	In Progress			
5.Women's Center Recruitment Initiative	**Goal 3, Objective C:** **Goal 4, Objective A:**	Completed Milestones	0 of 8	8of 8	N/A	NA
6.LGBTQA Office Recruitment Initiative	**Goal 3, Objective C:** **Goal 4, Objective A:**	Completed Milestones	0 of 5	5 of 5	N/A	N/A

7.Diversity Scholars Program	**Goal 3, Objective C:** **Goal 4, Objective A:**	1st term GPA	In Progress			
8.Diversity Scholars Program	**Goal 3, Objective C:** **Goal 4, Objective A:**	1st term credit completion	In Progress			
9.Retention of Diversity Scholar Students	**Goal 3, Objective C:** **Goal 4, Objective A:**	Percentage of Diversity Scholars from freshman to sophomore year	In Progress			
10.Retention of Diverse Students	**Goal 3, Objective C:** **Goal 4, Objective A:**	Completion of Milestone	0 of 10	10 of 10	N/A	N/A
11.Retention of LGBTQA students	**Goal 3, Objective C:** **Goal 4, Objective A:**	Percentage of LGBTQA from Freshman to Sophomore year	In Progress			
12.Retention of Women students utilizing women's center	**Goal 3, Objective C:** **Goal 4, Objective A:**	Percentage of Women students who access Women's Center services compared to total women student population who do not utilize the Women's Center services	In Progress			
13.Training and Workshops	**Goal 3, Objective A:** **Goal 3, Objective C:** **Goal 4, Objective A:**	Completion of Milestones	0 of 40	20 of 40	40 of 40	N/A
14.Campus-wide cultural programming	**Goal 3, Objective A:** **Goal 3, Objective C:** **Goal 4, Objective A:**	Completion of Milestones	0 of 40	10 of 40	20 of 40	40 of 40