

Diversity and Inclusion Plan 2017-2022

College of Education, Health and Human Development

Year 2 Goals & Assessment: AY 2018-19

	GOAL	LEAD/ TIMELINE	ACTION STEPS	ASSESSMENT (March 2019)
1	Complete an EHHD Faculty Handbook	Kayte Kaminski Elizabeth Bird	Provide D&I language to include in syllabi; Include page of opportunities for students	
			Release in August 2018; use to on-board new faculty and staff	
2	Conduct annual Survey of EHHD Faculty/Staff	Alison Harmon	Collect information on D&I training needs & Town Hall Meetings topics Interest in Mentoring Program	
3	Begin Diversity/Inclusion Assessment	Alison Harmon Kayte Kaminski	Create listing of courses/programs with D&I focus	
			Complete Tribal Relations Report 2018	
			Compile listing of D&I content experts (EHHD and external)	
4	Launch EHHD Mentoring Program	Alison Harmon Elizabeth Bird	Faculty/Faculty mentoring program; introduce new faculty and staff to D&I plan and Framework Report.	
			Faculty/Student mentoring program	
5	Ensure Décor in EHHD buildings represents the	Alison Harmon Kayte Kaminski	Work with CAA faculty to develop RFPs for installations in Reid Hall	

	diversity of our college: Reid Hall	Brittany Watkins	Involve Reid Hall faculty, staff, students in decisions (eg SINE members for 4 th floor)	
6	Incentivize Development of D&I programming	Alison Harmon	Develop RFP for D&I mini-grant opportunity for faculty; post in Sept/Oct 2018; incorporate EHHD's D&I values into all mini-grant RFPs.	
			Formalize recognition for D&I achievements in 2018-19	
7	Continue to support The Compassion Project	Kayte Kaminski On-going	Provide leadership for fundraising and project development; Launch The Compassion Project in Fall 2018	
8	Support Student Success and Well-being; make all students feel welcome in EHHD	Kayte Kaminski	Develop an EHHD early alert system; implement in 2018-19	
			Continue to allocate resources for student support functions of the CBME	
			Continue to offer Food Security Support Scholarships	
			Collaborate with Health Advancement on the BoB pantry	
			Create opportunities for students to interact with the Leadership Team of the College	
9	Continue to provide leadership for the LIFE Scholars Program	Alison Harmon	Initiate Pilot Program in Fall 2018	

10	Develop an EHHD definition of student success	Tricia Seifert Alison Harmon Kayte Kaminski Debby Haynes	Incorporate student success definition in an updated EHHD Mission statement	
			Create a physical tool to use in introducing faculty and students to well-being in EHHD; distribute to students in AY 2018-19 or 2019-2020	

First Year Goals & Assessment: AY 2017-18

	GOAL	LEAD/ TIMELINE	ACTION STEPS	ASSESSMENT (March 2018)
1	Develop an EHHD Faculty Handbook	Kayte Kaminski Elizabeth Bird	Provide D&I language to include in syllabi Include page of opportunities for students	The Handbook development is in progress. Target date for first volume release is August 2018.
2	Survey of EHHD Faculty/Staff	Alison Harmon	Collect information on D&I training needs & Town Hall Meetings topics Interest in Mentoring Program	Survey was conducted in Summer 2018. Results were used to design 2 EHHD Leadership institutes for 2017-18. The first was held November 3, 2017, led by Anna Elliot, called: Diversity & Inclusion in Your Classroom: Facilitating Dialog. The second will be held in April 2018, facilitated by Maria Van Hekken, and called "Leading with Y.E.S. (your

				<p>extraordinary story)". This workshop speaker is being shared with the DEAL program and the CFE.</p> <p>The Summer Survey will be an annual tool to gather input from faculty on their mentoring and training needs. In AY 2018-19 we will re-instate Town Hall Meetings and All College Updates as well as have EHHD Leadership Institute #3: Leadership Resilience.</p>
3	Begin Diversity/Inclusion Assessment	Alison Harmon Kayte Kaminski	Create listing of courses/programs with D&I focus	This goal will roll into AY 2018-19
			Complete Tribal Relations Report 2017	Report will be completed in May 2018
			Compile listing of D&I content experts (EHHD and external)	This goal will roll into AY 2018-19
4	Initiate EHHD Mentoring Program	Alison Harmon Elizabeth Bird	Faculty/Faculty mentoring program	<p>Planning for a faculty/faculty mentoring program has begun, and it will be launched in AY 2018-19. New faculty/staff in fall 2018 will be introduced to the EHHD D&I and the MSU D&I Framework Report.</p> <p>EHHD continues to have first year and pre-tenure gatherings and support meetings.</p>
			Faculty/Student mentoring program	This goal will roll into AY 2018-19
5	Ensure Décor in EHHD buildings represents the diversity of our college: Reid Hall	Alison Harmon Kayte Kaminski Susan Moe	Work with CAA faculty to develop RFPs for installations in Reid Hall	This goal will roll into AY 2018-19
			Involve Reid Hall faculty, staff, students in decisions (eg SINE members for 4 th floor)	<p>Pow Wow Posters have been framed and are displayed outside the Center for Bilingual and Multicultural Education. The 4th floor décor has been designated as our cultural diversity floor. Planning and implementation will continue into AY 2018-19.</p>

				<p>With help from our University IT Team, the monitors on floors 2-4 are now functioning and we will be trained how to use them for EHHD messaging.</p> <p>Note: To celebrate our 125th year, in Herrick Hall we have an historical display about the roles of early women in EHHD.</p>
6	Incentivize Development of D&I programming	Alison Harmon	Develop RFP for D&I mini-grants for faculty	A mini-grant supporting D&I teaching, research, and engagement will be posted in September 2018.
			Develop D&I Award for 2017-18 Recognition	An EHHD faculty member is being nominated for a Lavender award, and will also be recognized at the EHHD end of year recognition.
7	Support The Compassion Project	Kayte Kaminski On-going	Provide leadership for fundraising and project development	Planning for The Compassion Project to launch in Fall 2018 has been heavily supported by EHHD staff and resources. The project has had several successful fundraiser and has won a \$10,000 grant from the Southern Law Poverty Center. Multiple entities on campus and in the community are involved in this project. A pilot is scheduled for May 2018. The EHHD CBPR/Compassion Symposium on Sept 6, 2018 will kick-off the project for AY 2018-19.
8	Support Student Success and Well-being	Kayte Kaminski	Develop an EHHD early alert system	Early Alert system will be finalized in summer 2018, and implemented in the 2018-19 AY.
			Solidify financial support for SINE and CBME	EHHD and Dept of Ed resources have been allocated for the student support functions of the Center for Bilingual and Multicultural Education.
9		Debby Haynes Lincoln Davies	Offer HDFS 120 Fall Semester	Course has been piloted in both Fall 2017 and Spring 2018.

	Pilot new EHHD Course: Enriching Human Well-being		Propose as hard-numbered course	Not yet approved by the HHD curriculum committee.
			Propose as University CORE course	There is currently a moratorium on new CORE proposals, so we will further refine this course concept for the future.
10	Develop an EHHD definition of student success	Tricia Seifert Alison Harmon Kayte Kaminski Debby Haynes	Develop an EHHD definition of student success	Tricia Seifert has spoken on several occasions to outline her definition of student success that will be more formally adopted by EHHD in AY 2018-19, as we revise our mission and strategic plan.
			Incorporate definition in an updated EHHD Mission statement	
			Create a physical tool to use in introducing faculty and students to well-being in EHHD	Our success definition will be used on a physical tool and distribute to new students—probably in AY 2018-19 or 2019-20
ADD	Provide leadership for the LIFE Scholars Program	Alison Harmon	Plan a pilot program	Have developed a pilot proposal with an MSU Task Force and Community Advisory Council. Offering a presentation at the ASMSU Diversity Symposium with colleagues from Syracuse Inclusive U program.
ADD	Food Security Support for Students	Deb Redburn Kayte Kaminski Alison Harmon	Offer food security support scholarships in collaboration with MSU Culinary Services to students in need.	7 food security support scholarships were awarded for Spring 2018. An Assessment of this program is underway. Have supported the Food Resource Council in the founding of the BoB Pantry which has hosted pop-up food pantries in Grad and Family Housing during AY 2018-19

ADD	Creating a welcoming environment for all students	Kayte Kaminski Alison Harmon	Continue to offer opportunities for students to interact directly with the EHHD leadership team	Held EHHD Scholars Dinner at Dean's house, inviting Hilleman, McNair, Trio, International and Honors students. Held a Pizza with the Deans celebration at Colombos during Fall Semester. Although we expected about 15, 75 came, and ate and talked for 2 hours.
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