

PCOSUW Strategic Plan for 2015 – 2020

Purpose from By-Laws: In an advisory capacity, the Commission evaluates and works to improve issues related to gender equity and diversity on Montana State University's four campuses.

It is the Commission's pledge to facilitate the creation and sustainability of an environment of accountability, integrity, and optimism through collaboration between and among the MSU campuses, ensuring an atmosphere of equity, support, and balance. Through its continued efforts, the Commission will work toward the discovery and elimination of institutional barriers to the success of women and inspire women to become leaders, problem solvers, and innovators making meaningful contributions to MSU, the state of Montana, and society at large.

Strategic Plan: This strategic plan is intended to guide the activities and goals of the President's Commission on the Status of University Women from 2015 – 2020. The plan reflects the transition that will take place from the current ADVANCE program to the three-year, post-ADVANCE period during which an initial set of commitments has been made by the University Administration. The PCOSUW was founded prior to the award of MSU's NSF-ADVANCE Institutional Transformation grant, providing one sign of "readiness" to implement a \$3.5 million, 5 year culture change grant. The PCOSUW Executive Committee has served as the ADVANCE Internal Advisory Board for the life of the grant, and when the grant comes to an end in 2017 the PCOSUW is positioned to sustain the principles of ADVANCE, by maintaining certain key functions as noted in the Strategic Plan below.

Goal 1: Engage in ongoing monitoring and assessment of gender equity and inclusivity within the MSU System.

Strategy 1: Work with appropriate partners (e.g. Affirmative Action and/or HR offices on each campus), to assess gender equity for all employee categories.

- **Activity 1:** Assemble existing gender data.
- **Activity 2:** Identify appropriate internal benchmarks for success.
- **Activity 3:** Create easily interpreted reports and disseminate findings.

Strategy 2: Conduct a systematic assessment of university policies for unintended bias or adverse effects on women and diverse communities.

- **Activity 1:** Clarify and establish a structure and process for evaluating all university policies.
- **Activity 2:** Advocate for and help guide appropriate policy changes and implementation.
- **Activity 3:** Publicize policy review portal.

Strategy 3: Regularly conduct a MSU system-wide evaluation of gender inclusiveness through climate studies.

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- **Activity 1:** Collect and analyze annual department head and director self studies.
- **Activity 2:** Collaborate with University OPA on other surveys which might contain relevant data on equity.

Goal 2: Lead a collaborative effort within and among key stakeholders and partners and actively participate in shared governance.

Strategy 1: Identify and collect resources and efforts regarding inclusion and diversity at MSU.

- **Activity 1:** Conduct diversity mapping of MSU.
- **Activity 2:** Identify proactive strategies to disseminate this information.
- **Activity 3:** Identify point people on every MSU campus to facilitate information sharing as it relates to efforts around diversity, equity and inclusion.

Strategy 2: Identify and build partnerships with key stakeholders through communication and collaboration.

- **Activity 1:** Through the creation of a diversity task force, examine diversity on campus and the role of the commission in addressing these diversity issues.
- **Activity 2:** Invite governance groups and commission representatives to Executive Committee Meetings to participate in conversations around challenges and opportunities specific to their governance groups.

Goal 3: Improve campus climate through education, visibility and the celebration of gender equity and inclusion in the MSU system.

Strategy 1: Promote and host workshops, focus groups, webinars and other educational opportunities to foster equity and inclusion across campuses.

- **Activity 1:** Create a PCOSUW Speaker series and programming that will carry on the legacy of ADVANCE and endorse other events as appropriate.
- **Activity 2:** Act in an advisory role to integrate content about diversity, equity and inclusion into HR and Professional Development trainings.
- **Activity 3:** Broadly advertise and encourage all administrators, faculty, staff and students to attend inclusion trainings provided by appropriate campus units such as OIE, DAO and other such units.
- **Activity 4:** Serve as an advisory board for the Equity Advocate Program.

Strategy 2: Communicate tools and systems, such as the Bias Incident Reporting System and Policy Review Portal, which are available to make campus more inclusive.

- **Activity 1:** Disseminate award opportunities and solicit nominations via MSU Today, the PCOSUW Website, and listserv.
- **Activity 2:** Work with communications committee and office to develop strategies for branding and outreach to publicize commission.

Strategy 3: Expand efforts to recognize students, staff and faculty at MSU who are promoting equity and inclusion.

- **Activity 1:** Collaborate with Center for Faculty Excellence, HR, and individual Colleges to communicate the importance of diversity in the nomination process.