PCOSUW Strategic Planning Retreat

April 15, 2015

Strategic Plan Priorities

\*\*Sustaining and expanding beyond ADVANCE (16 votes)

\*\*Equal pay for equal work (15 votes)

* Data charrette (staff) and culture of opportunity

\*\*Promoting knowledge of commission on campus (7 votes)

* Speaker series—in fall: commission distinguished EQ and diversity lecture; Spring: continue implicit bias training at ADVANCE
* Nominating people for national awards
* Put returning HERS fellows to work on specific issues campus-wide
* Road Race

\*\*Improve all levels of communication—accountable/responsible for information exchange (6 votes)

\*\*Chief Diversity Officer with well-funded office $$$$! (6 votes)

Promoting diversity to students (4 votes)

* At MSU Fridays—sample classes and list resources for diversity
* Grow Voice Center and provide space

\*\*Develop and Review policies and assess effectiveness (4 votes)

\*\*At Faculty/staff/administration orientation—add diversity discussions (2 votes)

\*\*Campus community connection—diverse staff recruited from the area (1 vote)

Other ideas listed, but not receiving votes:

\*\*Continue/add speakers—staff/students/faculty/administration. Promote culture of professional development

\*\*Create functional clearinghouse for diversity groups—diversity mapping and reporting structure

\*\*Increase understanding that we work for all forms of diversity (very explicit)—more measurable activities

\*\*Membership diversity