President’s Commission on the Status of University Women
Strategic Plan for 2012 – 2015

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

**Strategy 1:** Working with appropriate partners (e.g. Affirmative Action and/or HR offices on each campus), assess gender equity for all employee categories.
- **Activity:** Assemble existing gender and diversity data.
- **Activity:** Identify appropriate external benchmarks for success.
- **Activity:** 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:** Participate in the 3 year Legal Council policy reviews.
- **Activity:** Flag specific policies that may need closer review.
- **Activity:** Create a process for the university community, organizations, and groups to suggest to the commission policies they believe need review.

**Strategy 3:** Conduct an MSU system-wide evaluation of gender equity and inclusiveness through a climate study.
- **Activity:** Develop or adapt an assessment instrument that will enable widespread participation and reliable results.

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

**Strategy 1:** Serve as a central clearinghouse for efforts on inclusion and diversity.
- **Activity:** Create an online clearinghouse of activities, resources, and partner organizations.

**Strategy 2:** Identify and build partnerships with key stakeholders through communication and collaboration.
- **Activity:** Ensure commission seeks and provides input to key University-wide committees.
- **Activity:** Work with employee governance groups, offering expertise and resources on gender equity issues.

**Strategy 3:** Maintain a strong relationship with the University Vice Presidents, Deans, and other Leadership Positions.
- **Activity:** Advise the President and campus on gender issues through a widely distributed annual report.

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

**Strategy 1:** Promote and host workshops, focus groups, webinars and other educational opportunities to foster awareness of unconscious bias.
- **Activity:** Work in collaboration with current MSU system offices that provide training to employees.

**Strategy 2:** Develop a centralized resource of information on gender equity and diversity.

**Strategy 3:** Investigate a mechanism for an award structure that recognizes success in increasing and supporting diversity and people who promote diversity within the MSU system.
- **Activity:** Include a list of award winners in areas related to gender equity and inclusiveness in the annual report to the President.
- **Activity:** Link to other gender equity programs’ highlights and award winners.
- **Activity:** Increase gender equity in applications of current campus awards.

*Note: All data gathering and information requests should include web based and non-computer based approaches to ensure all employee voices are heard.*