Rowan University

2020-

The University- wide Diversity, Equity and Inclusion Strategic Action Plan is guided by three DEI Priorities aligned to our Institutional Goals:

1. Creating a more inclusive and equitable campus community (Build human, infrastructure and resource capacity)
    1. Recruitment and retention of diverse faculty and staff
    2. Environmental conditions
    3. Systems are developed and maintained to address equity and inclusiveness for faculty and staff

2-Recruiting, retaining and supporting a more diverse community (Commit to success for all learners)
    1. Recruitment efforts
    2. Programming and supports to retain diverse students
    3. Policies and practices that ensure equity
    4. Attention to student performance and outcome data

3-Promoting and supporting inclusive teaching, scholarship and professional development (Engage in innovative discovery, invention, and application of knowledge)
    1. Faculty center offerings
    2. Partnering with Human Resources on professional development
    3. Tenure and reconstructing considerations
    4. Reviewing data on student performance by major/college and supporting colleges/departments

Division of Diversity, Equity and Inclusion Mission

Strategic Planning Guideline: Each Rowan University unit, department, college, and/or division will complete the Diversity, Equity, Inclusion Strategic Planning document which includes the Departmental Self-Assessment and Strategic Plan. It is strongly recommended that all faculty and staff members

Review and Discuss Self-Assessment Responses: Reflect on the self-assessment results to generate a collective understanding of your department through a DEI lens. 7KH UHVSRQVHV WKDW JHQHUDWH DQ DQVZHU ³<HV´ VKRXO documentation:

- ‡ Diversity goal statements
- ‡ Goals and objectives related to diversity, equity, inclusion, and access
- ‡ Training plans and agendas for personnel
- ‡ Lists of programs and curriculums related to diversity, equity, access and inclusion
- ‡ Personnel policies, procedures and/or handbook with statements against harassment, discrimination, etc.
- ‡ Assessment results such as participation rates, demographics, campus climate, and student needs

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resources.

Division of Diversity, Equity and Inclusion Departmental Self-Assessment		
Department/Unit/College:		
Department Mission Statement:		
Strategic Priorities	**Dept./Unit/ College Self-Assessment ±Guiding Questions to Consider**	**Response:** **Yes**, what evidence do we have to support this statement? **No,** what action is needed to support this statement?

department, programs/units? -Mission Statement -Goals/objectives -Student learning outcomes	
8. Are diversity and inclusion statements and images used to promote awareness through? -websites -brochures -posters -email -social media -publications? -other	
9. Are diversity and inclusion policies in place regarding hiring, promotion, tenure, and recruitment?	

		Yes, what evidence do we have to support this statement? **No,** what action is needed to support this statement? , 'R Q ¶ W . Q R Z **N/A**

	underrepresented students in your college or university-wide?	
	8a. If a gap exists, does your department have evaluative measures to determine the cause?	

Strategic Priorities	Dept/Unit/ College Self-Assessment ±Guiding Questions	Response: **Yes,** what evidence do we have to support this statement? **No,** what action is needed to support this statement? , 'R Q ¶ W . Q R Z **N/A**
SPC 3-Promoting and supporting inclusive teaching, scholarship and professional development 1. Faculty center offerings 2. Partnering with Human Resources on professional development 3. Tenure and recontracting considerations 4. Reviewing data on student performance by major/college and supporting colleges/departments		

	6. Does your department provide DEI training for new staff?	
	7. Does your department offer or require annual DEI professional development?	

Department Employee Demographic Data- Rowan University Employee ethnic/gender demographic information by department/college is available on the DEI Confluence page.

Additional Data Sources:

- State and national data sources e.g. accountability reports (http://nces.ed.gov/ipeds/Home/FindYourCollege).

- The Education College Results Online comparative data http...

- College Completion produced by the Chronicle of Higher Education

- Student applications including FSA, which can indicate whether students have been verified or otherwise qualify for SNAP, TANF, or whether the student is an unaccompanied youth at risk of homelessness.

To complement quantitative data, we encourage qualitative evidence which can assist with telling the unique experiences of marginalized and diverse students and employees at Rowan. Speaking directly to underrepresented and marginalized students and staff about their daily realities and the faculty and student services professionals who work with them on a regular basis can help inform your department's approach to support, service delivery and policy. Sources of qualitative data can include surveys, focus groups, interviews, listening sessions, and town hall meetings. The goal of the DEI Self-Assessment is to help identify areas of priority, need and opportunity. Accurately and completely demonstrating needs will help each department make sound decisions about policy and practice changes, as well as the allocation of resources.

Strategic Action Plan Development

The next step in completing the Strategic Action Plan is to identify available and relevant quantitative and qualitative data that will build a foundation for moving the conversation forward. The purpose of the data to inform the discussions and to provide an evidence-

As a result of your Self-Assessment information and discussion, your team should i

Goal 2: Increase Bias awareness, prevention and response

Objective: OSEC will develop increased communication strategies to engage students, faculty and staff in defining an inclusive campus and launch campaigns that highlight Rowan University values, reinforce its commitment to DEI and emphasize community expectations for individual behavior.

Aligns with DEI Priority: #1. Creating a more inclusive and equitable campus community (Build human, infrastructure and resource capacity)

Action Plans	Responsible Party	Timeline/Target Date	Expected Outcomes	Resources Needed	Assessment Measures of Success
1.A. Launch a new student DEI/OSEC advisory group	OSEC/SGA	May 2023	Student group will meet monthly to review current outreach and communication; develop initiatives and recommendations for additional programming.	n/a	Minutes/ Attendance ±regular meetings Initiatives developed

Goal 1: Improve Inclusive Facilities

Objective: To increase and coordinate campus efforts and to develop and implementation strategies for a new inclusive facilities checklist.

Aligns with DEI Priority:#1. Creating a more inclusive and equitable campus community (Build human, infrastructure and resource capacity)

Action Plans	Responsible Party	