

EDI Strategic Plan Draft



Two Committees / One Goal

Designated Committee

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First Impressions

- So much work and passion embedded in the draft
- Thorough and thoughtful
- Genuine

Concerns

- (1) Possibly too much to digest
- (2) Missing some perspectives
- (3) Needs accountability metrics to track progress and impact



(1) Suggestion / Condense Goals

	DRAFT Priorities	Consolidated Priorities
1	Implement structural systems of support for EDI	Align funding with strategic EDI priorities.
2	Integrate EDI in curricular programs and practices throughout all UWEC campuses	Infuse EDI knowledge and practice via curricular and campus-wide education and learning.
3	Build collaborative relationships with alumni & community partners that support shared EDI interests.	Cultivate new and enhance existing collaborative relationships with alumni and community partners.
4	Recruit and retain a wide spectrum of diverse students, faculty, staff, and campus leaders	Recruit, retain and curate a diverse campus community.
5	Advance and expand campus-wide EDI education & learning.	
6	Advance and expand the Center for Racial & Restorative Justice.	X
7	Integrate EDI efforts in the Campus Master Plan.	

These strategic plan goals reflect a collective commitment to Equity, Diversity, and Inclusion (EDI) at UW-Eau Claire campuses including Barron County, Eau Claire, and Marshfield.

Goal 1: Align and organize University resources, including funding and staffing to meet EDI strategic priorities.

Goal 2: Integrate and expand EDI awareness, knowledge, practices, and curriculum.

Goal 3: Build new and enhance existing relationships with alumni and community partners to support the University's culture of EDI.

Goal 4: Recruit, retain, and nurture a vibrant community of diverse students, faculty, and staff.

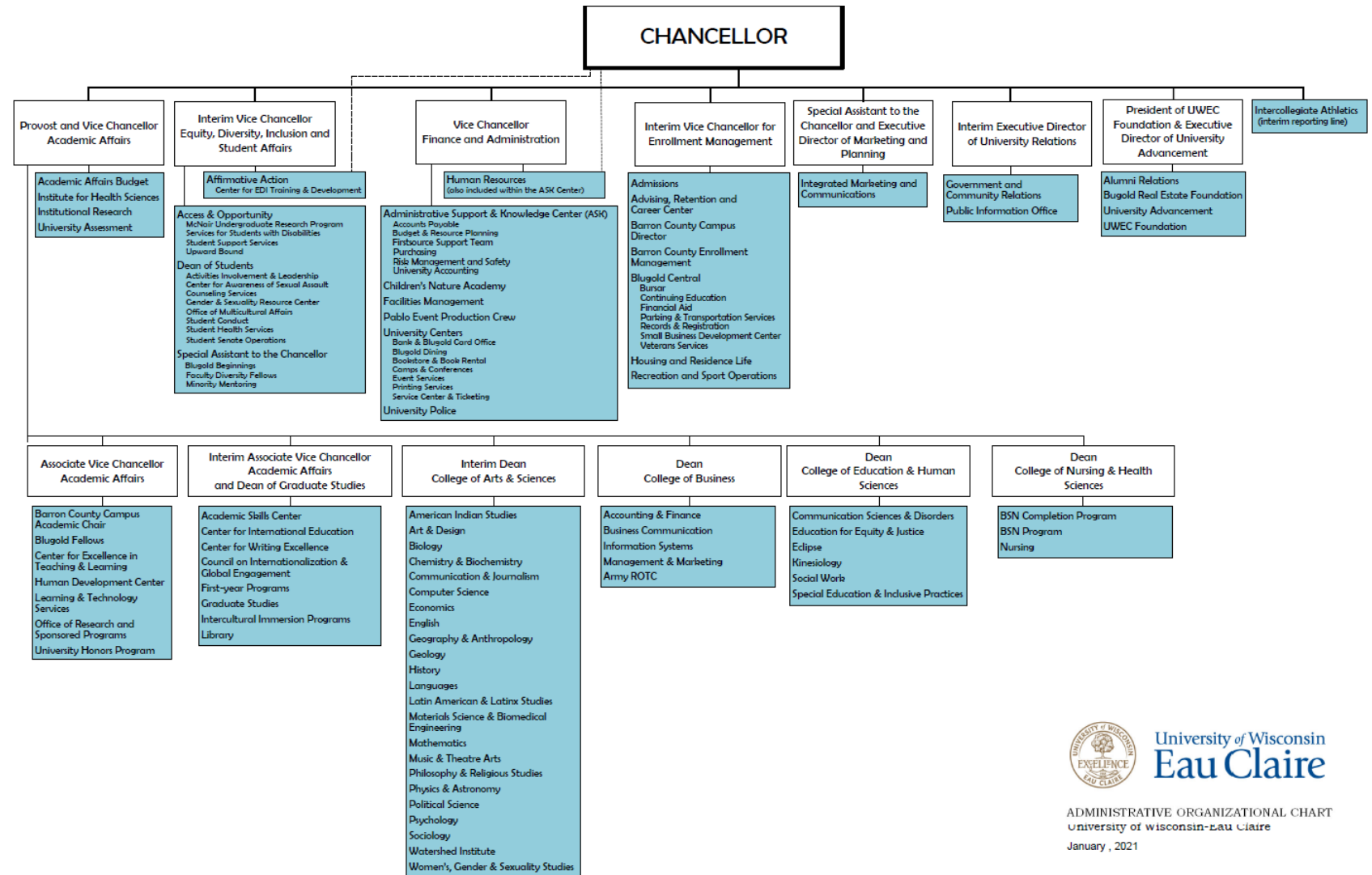
(2) Campus Wide EDI Contributions

Engage all:

- Divisions
- Departments
- Programs
- Individuals

What is your contribution to our EDI plan?

- Reference the plan priorities
- Set a timeline
- Make it measurable
- Add to performance reviews



(3) Accountability & Metrics

- Leadership in equity, diversity and inclusion
Strategic Plan Approach that includes every Division, Department, Program, and Employee
- Achieve Guidepost goals
 - 100% HIPs
 - 90% retention
 - 50% graduation in 4 yrs.
 - 20% SOC & no opportunity gap



Timeline to Revise

October	EDI Planning Committee distributes draft goals and strategies for campus feedback Academic Affairs meetings with chairs and distribution of faculty video on transparent design and faculty-student engagement.
November	Template shared with deans, chairs and directors. Work session(s) with planning advisors to address questions, suggest ideas
December	Drop-in sessions for chairs/directors to get assistance with developing plans Continued communication (<i>Preliminary outlines due?</i>)
January	All-campus meeting with Showcase to share ideas
February	Drop-in sessions for chairs/directors to get assistance with developing plans Continued communication
March	Plan deadline: Monday, March 28
April	Report back to campus, share plans and dashboard

Next Steps

