EDI Strategic Plan Draft
Two Committees / One Goal

**Designated Committee**

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LaRue Pierce, Dean of Students  
Casey Rozowski, Institutional Research  
Jodi Thesing-Ritter, EDI Training Center  
Charles Vue, OMA  
Olga Diaz, VC EDISA
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

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

<table>
<thead>
<tr>
<th>Month</th>
<th>Events</th>
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<tr>
<td>October</td>
<td>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.</td>
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<td>November</td>
<td>Template shared with deans, chairs and directors. Work session(s) with planning advisors to address questions, suggest ideas.</td>
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<td>December</td>
<td>Drop-in sessions for chairs/directors to get assistance with developing plans. Continued communication. <em>(Preliminary outlines due?)</em></td>
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<td>January</td>
<td>All-campus meeting with Showcase to share ideas.</td>
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<tr>
<td>February</td>
<td>Drop-in sessions for chairs/directors to get assistance with developing plans. Continued communication.</td>
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<tr>
<td>March</td>
<td>Plan deadline: Monday, March 28</td>
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<td>April</td>
<td>Report back to campus, share plans and dashboard.</td>
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Next Steps