Agree we’re ready to share
  - vision
  - mission
  - strategic priorities

Determine place of equity, diversity, & inclusion in the strategic plan

Decide on our approach to measurement

Identify 1 to 3 WIGs per priority

Plan stakeholder consultation
PROGRESS REPORT

Calendar

Consensus reminder

Targeted consultation
Steering Committee 2016 Meeting Schedule
DRAFT TIMELINE 2015/16

NOV
Stakeholders answer the Big Question

DEC
CREATE Vision

JAN
IDENTIFY Strategic Priorities
IDENTIFY Wildly Important Goals

FEB
Targeted Stakeholder Consultation

MAR
SELECT Initiatives

APR
DRAFT Strategic Plan

MAY
Stakeholder Feedback

JUN
FINALIZE Strategic Plan

SUMMER
ASSESS Resource Requirements
CREATE 2016/17 Action Plan
ESTABLISH Monitoring Team

AUTUMN
LAUNCH TACOMA
HOW WE MAKE DECISIONS

CONSENSUS:
A decision you can live with following full participation
Measurability
And now, heeeere's Josh Garcia
Where and how would you recommend we incorporate measurability into the Priorities, Goals, or Initiatives?
Vision
Mission
The University of Washington Tacoma fosters a thriving and equitable society by educating diverse learners and expanding knowledge through partnership and collaboration with our communities.

<table>
<thead>
<tr>
<th>Survey Responses</th>
<th></th>
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<tbody>
<tr>
<td>80% +</td>
<td>23</td>
</tr>
<tr>
<td>&lt; 80%</td>
<td>1</td>
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Comments
- Nothing here about USU; this is a statement of any university or college
- Change "our" to "all communities"
- We don't have anything in here about problem solving (e.g., with comm. partners)
MISSION

As an urban-serving university, we:

❖ Expand access to higher education in an environment where every student has the opportunity to succeed
❖ Foster scholarship, research, and creativity to address the tough problems of our time
❖ Partner and collaborate for the greater good
❖ Catalyze the economic vitality of the region

Survey Responses

<table>
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<th>&lt; 80%</th>
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<td>20</td>
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Comments

a) "Partner and collaborate for the greater good" of whom?
b) Find better synonym for "tough". 
c) "Tough problems" seems out of place to me, I'd prefer "challenges". Also "Catalyze" is bothersome, I'd prefer "contribute to", or "Forward" or "Advance".
d) I like most of it - would like a little more discussion by group on this set.
e) I'm right on the line. I feel like there should be something before the "as an urban..." that people will be able to memorize and act on.
f) Needs some word changes, e.g., I definitely don't like "tough", and can you "catalyze" the economic vitality? otherwise okay.
Equity
Diversity
Inclusion
**Separate Strategic Priority** | **Theme that informs all Strategic Priorities** | **Both**
--- | --- | ---
1 | 12 | 9

**Comments**
- We should do the same with all five of our values.
- Do both. David makes a good point that we need some basic groundwork/capabilities for this, which is deserving of its own priority/theme. But then we can incorporate this wherever we can in the more detailed wigs for each strategic priority.
- I like it informing them *if* it is called out as it is in the sample plan we were shown. If not clearly called out, it should be its own.
Race & Equity Committee
Details on Committee

First Meeting Oct 26, 2015

- Ricardo Ortega, PhD – Director of Diversity Resource Center Initiatives
- Asao Inoue, PhD - Director of University Writing, Associate Professor
- Angela Jones – Fiscal Specialist
- Hannah Wilson – Library Access Services Manager
- Turan Kayaoglu, PhD - Associate Dean of Faculty Affairs & Student Affairs
- Sophie Nop – ASUWT President
- DJ Crisostomo - Pre-College Coordinator, Student Transition Services
- Patricia Kruse - Director of Administration and Operations, Interdisciplinary Arts and Sciences
- Cindy Schaarschmidt - Director, Student Fellowships & Awards
- Fleciyah Mburu – Undergraduate Representative
- William Towey – Graduate Student, Interdisciplinary Studies
- Chris Demaske, PhD - CAC Division Chair and Associate Professor
- Sushil K. Oswal, PhD – Associate Professor, Culture, Arts and Communication
- Xing Liu, PhD - Full-Time Lecturer, Institute of Technology
- Laura Yanez – Undergraduate Representative
Goal #1

Provide Opportunity for Faculty, Staff and Students To Acquire Shared Language and Practices on Race & Equity

> 1a. Workshop and Forum Series with facilitated conversations

> Objective Organize workshops and discussion forums on Race & Equity that engage the entire campus community. Topics should include understanding and addressing (white) privilege, anti-racism, and equity issues
Goal #1

1b. Teaching, Learning, and Scholarship
Objective: To support and implement Pedagogy trainings that will foster more equitable classes and classrooms
> Start Diversity Research and Teaching Institute
> SEED
Goal #2

Address Institutional Racism & Bias

> 2a. Addressing Hiring Practices for Staff and Faculty

> Objectives: Examine Institutional practices and policies and take concrete action to address acts of bias and to proactively support more diverse hiring practices across campus.
Goal #2:

> Recommendation for new Staff Position to be opened that specifically works to recruit diverse faculty applicants for positions at UWT

> We recommend that as a campus the end goal is that the Faculty at UWT should mirror the demographics of UWT’s Student Body

> Training on issues of Race & Equity for Faculty/Staff that can serve as personal consultants for search committees

> Expand on-boarding process for Staff and Faculty to include issues on Race & Equity
Goal #2

2b. Address the Retention, Recruitment and Resources for Students of Color

> Give RSO’s who do events/programming on issues of Equity more resources – Money for events, Space, Acknowledgements
> Support Lower Division Student Success Task Force in student retention efforts
> Initiate Chancellor’s Student Diversity Leadership Group
Goal #2b:

> Recommendation to reinstitute Husky Hour

> Increase the Resources of the DRC

> Form a Bias Incident Task Force

> Orientation for Students of Color
  - Engage Students sooner on Campus
Goal #3

Assess our Campus Climate and Our Ongoing Initiatives

> 3a. Conduct a Campus Climate Survey
> **Objective:** To accurately assess the Climate of the Campus so as to initiate effective programing
> Combine efforts with OUE and others to accurately determine Campus Climate
> Assess the experiences for students who attend class after 5 pm.
> Assess the programs and events already taking place around issues of Equity on campus
In light of the Race & Equity Committee’s Goals, how can we best incorporate Equity, Diversity, and Inclusion into the Strategic Planning process?
Strategic Priorities
## STRATEGIC PRIORITIES (CORE THEMES)

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<td>STUDENTS</td>
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<td>COMMUNITIES</td>
<td>Incorporate community aspirations into our decisions</td>
<td>Partner in building strong communities.</td>
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<td>WORKPLACE</td>
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At your tables,

1. Discuss which Revised Priorities are
   A. Okay as is
   B. Can be improved

2. Agree on edits to those in B

15 Minutes!
WIGs
Building on a Strategic Priority

An Example

Strategic Priority

The cross-campus areas of focus that are essential to realizing our vision. NWCCU refers to a Strategic Priority as a “Core Theme.”

WIG

Wildly Important Goal

A WIG identifies the most important one or two achievements that must be realized within each Strategic Priority over the next three to five years.

Initiative

Initiatives bring WIGs to life through action—evaluating, changing, and introducing new policies, programs and practices. Initiatives include activities and measurable indicators of success.

ANNUAL ACTION PLAN

The Annual Action Plan specifies what will be done each year, and by whom, to implement the initiatives.

Strategic Priority:

Deepen Community Engagement

WIG #1

Create a campus front door that welcomes all communities

Initiatives

• Update web content relevant to under-represented populations and revise architecture to increase prominence
• Identify and publicize four entry points to facilitate stakeholder involvement in UW Tacoma

WIG #2

Double the number of students graduating with at least one internship

Initiatives

• Invite all Puget Sound alumni to host internships
• Add an internship requirement to six additional academic programs
Stakeholder Consultation
STAKEHOLDER GROUP CONSULTATION

Executive Council of Faculty Assembly (Faculty)—March 18

Staff Association (Staff)—March 15

ASUWT (Students)—March 17

Academic Council (Academic Leadership)—March 31

Chancellor’s Advisory Board (Community)—March 17

School Districts (Community)—3 dates

Race and Equity Committee—TBD
# CAMPUS CROWDSOURCING
## OPTION 1

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<td>Community/Growth</td>
<td>Workplace/Research</td>
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## CAMPUS CROWDSOURCING
### OPTION 2

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<td>Students/Community</td>
<td>Research/Community</td>
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National Titanic Remembrance Day

April 15

www.NationalDayCalendar.com