

GALLAUDET UNIVERSITY
 Taking the Strategic Plan Operational
 FY 2009 Action Plan
 3/17/08

Goal:	Goal 3: Create and sustain a climate that fosters respect among students, faculty, staff, and administrators for the full range of human diversity, educational backgrounds, ideas, and perspectives.		
Objective:	<i>3.1 Implement the Gallaudet Diversity Action Plan to model and promote a climate of respect for the diversity of people and ideas.</i>		
Strategy or Task:	Collect data to determine how to best engage students, staff, faculty and other stakeholders in addressing diversity issues & report findings to campus community.		
Primary Responsibility:	University Diversity Team	Other responsible individuals:	CBG consulting team
Action Dean(s):	GSPP, CLAST, EMGS, ATLAS, CPSO, Campus Life, CAPPS , Director Program Development	Coord Dean(s):	
Deadline:	5/5/08		Resources Current
Assessment:	<ol style="list-style-type: none"> 1. Community attendance at Multicultural Student Programs, 2. Adoption of the concept of a multicultural environment as outlined in the Democracy Plan by faculty/staff, students and administration, 3. Student ability to succeed in a multicultural, bilingual academic environment 		
Comments:			

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Objective:	<i>3.2 Recruit, hire, retain and equitably reward and promote a diverse and talented workforce.</i>		
Strategy or Task:	Review trends in hiring, retention, and promotion of traditionally under represented groups and current personnel practices in order to develop an action plan increase representation of traditionally under represented groups on faculty and professional staff.		
Primary Responsibility:	VP A&F, Provost	Other responsible individuals:	University Diversity Team; CBG consulting team
Action Dean(s):	All Deans, Directors, and BUH	Coord Dean(s):	
Deadline:	TBD	Resources	TBD
Assessment:	Annual report to BoT		
Comments:			

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Objective:	<i>3.3 Construct institutional systems designed to promote the free exchange of information, ideas, and perspectives.</i>		
Strategy or Task:	Train a cadre of campus facilitators who will conduct dialogue groups on issues of equity and diversity with the goal of bringing people together across differences.		
Primary Responsibility:	Diversity Team and CBG consultants	Other responsible individuals:	
Action Dean(s):	All Deans, Associate Deans and Executive Directors	Coord Dean(s):	
Deadline:	On Going	Resources	Current
Assessment:	Establishment of a team of facilitators Climate Survey		
Comments:			