



UGA DIVERSITY AND INCLUSIVE EXCELLENCE PLAN

Inclusive Excellence Priority #1

BUILDING AN INCLUSIVE LIVING/LEARNING ENVIRONMENT THAT SUPPORTS ACCESS AND SUCCESS FOR DIVERSE STUDENTS

Goal 1.1

INCREASE ENROLLMENT OF UNDERREPRESENTED STUDENTS AT UNDERGRADUATE AND GRADUATE LEVELS

IMMEDIATE INSTITUTIONAL ACTIONS

- Significantly expand the reach of the Road Dawgs Program
- Develop mutually beneficial pipeline relationships in school districts with targeted high schools (including Athens high schools)
- Develop mutually beneficial pipeline programs with Historically Black Colleges and Universities and other institutions designated as Minority Serving Institutions

KPIs

- Number of applications received from underrepresented students for undergraduate and graduate programs
- Number of underrepresented students enrolled at undergraduate and graduate levels

Goal 1.2

INCREASE NEED-BASED STUDENT SCHOLARSHIPS FOR UNDERGRADUATE AND GRADUATE EDUCATION

IMMEDIATE INSTITUTIONAL ACTIONS

- Seek at least an additional \$1 million in matching funds for Georgia Commitment Scholarships or other need-based initiatives

KPIs

- Number of new need-based scholarships created for undergraduate and graduate education

Goal 1.3

EXPAND RESOURCES TO PROMOTE INCLUSIVE LEARNING ENVIRONMENTS

IMMEDIATE INSTITUTIONAL ACTIONS

- Develop diversity initiative for inclusion in first-year orientation and University Housing programs that encourages a more open and welcoming campus environment
- Establish awareness program for faculty and staff to complete diversity certificate program

KPIs

- First-year students who participate in diversity initiative
- Number of faculty and staff who complete diversity certificate program

Goal 1.4

EXPAND MENTORSHIP FOR UNDERREPRESENTED STUDENTS

IMMEDIATE INSTITUTIONAL ACTIONS

- Develop a marketing campaign to expand participation of underrepresented individuals in the university's mentorship program
- Expand financial support for the university's mentorship program

KPIs

- Number of underrepresented students, staff, faculty, and alumni participating in the university's mentorship program

UGA DIVERSITY AND INCLUSIVE EXCELLENCE PLAN

Inclusive Excellence Priority #2

RECRUITING AND RETAINING A DIVERSE WORKFORCE TO ADVANCE OUR MISSION IN THE 21ST CENTURY

Goal 2.1

INCREASE THE NUMBER OF UNDERREPRESENTED FACULTY, STAFF, POSTDOCTORAL FELLOWS, GRADUATE ASSISTANTS, AND STUDENT WORKERS

IMMEDIATE INSTITUTIONAL ACTIONS

- Develop university-wide training program for search committees and unit heads
- Develop campus-wide expectations for ensuring diverse search committees with particular focus on academic departments and units

KPIs

- Number of underrepresented faculty, staff, postdoctoral fellows, graduate assistants, and student workers
- Number of underrepresented individuals in leadership positions (cabinet, deans, department heads, directors, and associate directors)

Goal 2.2

EXPAND COMMUNITY BUILDING PROGRAMS AND ACTIVITIES FOR FACULTY, STAFF, GRADUATE ASSISTANTS, AND POSTDOCTORAL FELLOWS, WITH A PARTICULAR FOCUS ON UNDERREPRESENTED POPULATIONS

IMMEDIATE INSTITUTIONAL ACTIONS

- Establish additional university-wide social events (e.g., multicultural faculty and staff reception) to occur on a regular schedule
- Encourage administrative units, schools, and colleges to create similar events on a regular basis

KPIs

- Retention of underrepresented faculty and staff
- Community building activities established for faculty, staff, graduate assistants, and postdoctoral fellows

Goal 2.3

EXPAND SUPPORT AND RECOGNITION FOR FACULTY AND STAFF DIVERSITY AND INCLUSION EFFORTS

IMMEDIATE INSTITUTIONAL ACTIONS

- Implement Dawn D. Bennett-Alexander Inclusive Community Award
- Implement the Richard Graham Teaching Award for Excellence in Graduate Education

KPIs

- Retention of underrepresented faculty and staff

UGA DIVERSITY AND INCLUSIVE EXCELLENCE PLAN

Inclusive Excellence Priority #3

EXPANDING PARTNERSHIPS AND OUTREACH TO STRENGTHEN DIVERSE COMMUNITIES

Goal 3.1

INCREASE INSTITUTIONAL VISIBILITY IN THE EDUCATIONAL PIPELINE OF UNDERSERVED COMMUNITIES

IMMEDIATE INSTITUTIONAL ACTIONS

- Significantly expand the reach of the Road Dawgs Program
- Develop mutually beneficial pipeline relationships in school districts with targeted high schools (including Athens high schools)
- Develop mutually beneficial pipeline programs with Historically Black Colleges and Universities and other institutions designated as Minority Serving Institutions

KPIs

- Number of applications from students in underserved communities

Goal 3.2

BUILD AWARENESS OF PARTNERSHIPS AND OUTREACH WITH DIVERSE COMMUNITIES

IMMEDIATE INSTITUTIONAL ACTIONS

- Enhance central website and marketing strategy to highlight community partnerships and activities

KPIs

- Website analytics

Goal 3.3

EXPAND EXPERIENTIAL LEARNING OPPORTUNITIES FOR STUDENTS IN RURAL GEORGIA AND OTHER UNDERSERVED AREAS

IMMEDIATE INSTITUTIONAL ACTIONS

- Establish experiential learning scholarship for experiential learning in rural Georgia

KPIs

- Number of students participating in experiential learning opportunities within rural and other underserved areas
- Number of experiential learning opportunities based in rural and other underserved areas

Goal 3.4

IMPROVE AND EXPAND COMMUNICATIONS WITH COMMUNITY PARTNERS REGARDING THE UNIVERSITY'S DIVERSITY AND INCLUSIVE EXCELLENCE COMMITMENT

IMMEDIATE INSTITUTIONAL ACTIONS

- Build and deploy diversity communications module for university communicators

KPIs

- Earned and paid media