



# 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
- Add diversity statement to position postings

#### 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