



UW-Green Bay Council for Equity, Diversity, and Inclusion

2020-2023 Strategic Planning Process Overview

The University of Wisconsin-Green Bay is committed to a vision of diversity that is broadly inclusive, warmly welcoming, and equitable in its treatment of all members of the campus community. Through engagement, reflection and action, we will be an institution committed to diversity in thought and practice moving beyond labels & categories that put up barriers and keep us fragmented.

How does Inclusive Excellence Work

Inclusive Excellence offers an approach for organizing our work in a deliberate, intentional and coordinated manner. This approach:

1. Employs a dual focus in diversity efforts, concentrating on both increasing compositional diversity, and creating learning environments in which students of all backgrounds can thrive.
2. Places the mission of diversity, equity, and inclusivity at the center of institutional life so that it becomes a core organizing principle, around which institutional decisions are made.
3. Calls for a close attentiveness to the student experience itself.

Strategic Planning Period

The Council's 2020-2023 Strategic Plan encompasses activities which will take place from July 1, 2020 to June 30, 2023. A formal review of plan progress will take place at the May and October Chancellor's Council for Diversity and Inclusive Excellence Committee meetings.

2020 – 2023 Goals

The following goals have been identified by the Council for action during the 2020-2023 planning period. Each goal is co-chaired by members of the IE Council, and will have a working group identified. These work groups will be developing goal attainment plans to outline activities and objectives related to each goal. At this time, work groups are being formed. Should an employee wish to get involved in a work



group for one or more of the below goals, they are encouraged to contact the chair(s) of the applicable working group as identified below:

- 1. Increase the compositional diversity of faculty and staff (both recruited and retained) at UW-Green Bay.**
 - a. Co-chairs: Mai Lo Lee, Melissa Nash, Jamie Schramm
- 2. Facilitate professional development opportunities for staff and faculty related to inclusive, equitable, and culturally-responsive strategies in an effort to create inclusive living and learning environments.**
 - a. Co-Chairs: Kris Vespia, J.P. Leary
- 3. Create intentional programs, structured interactions, and academic curricula to support learning and growth around Inclusive Excellence for current students, future students, and businesses.**
 - a. Co-Chairs: Courtney Sherman, TBD
- 4. Increase the compositional diversity of the student body (both credit and non-credit seeking) by increasing the enrollment of under-represented groups, creating collaborative connections with K-12 schools, etc.**
 - a. Co-chairs: Matt Dornbush, Susan Gallagher-Lepak
- 5. Improve retention for credit and non-credit students by implementing initiatives to mitigate opportunity gaps.**
 - a. Co-chairs: Caroline Boswell, Darrel Renier
- 6. Increase engagement with community members/groups in areas related to inclusivity and equity.**
 - a. Co-chairs: Mike Alexander, TBD

The steps to achievement of these goals will be identified by the work groups and documented in the individual goal attainment plans within the next few months of strategic planning. The overall strategic plan and the individual goal attainment plans will be living documents, and as such may be adjusted throughout the 2020-2023 period as needed