

East Carolina University

Student Involvement & Leadership

Diversity, Equity, & Inclusion (DEI) Three Year Plan

2020-2023

SIL Vision

Building Inclusive and Innovative Communities

Mission Statement

Create a Culture which Respects, Supports, and Empowers the Cultural Identity of Individuals

Learning Goals

- Infuse the Diversity, Equity, and Inclusion Mission into the SIL Culture
- Create opportunities for open dialogue and respect
- Infuse ongoing opportunities for Diversity, Equity, and Inclusion training for the SIL leadership

Priority 1: Organization (Staff/Structure/Culture)

- 1.1. Goal: Develop a Diversity, Equity, & Inclusion Working Group in SIL
 - 1.1.1. Objective: Each department will have 1 representative with 4 at-large positions with two-year appointments while at large members serve a minimum of a one-year appointment
 - 1.1.2. Objective: Tasks: climate survey, CEU program, affinity discussions, & annual speaker
 - 1.1.3. Objective: Revisit and develop the SIL DEI 3 Year Plan – starting in the final year of plan
- 1.2. Goal: Promote open information and idea sharing across the organization
 - 1.2.1. Objective: Hold monthly SIL extended meetings with evolving agenda based on extended team review and recommendations
 - 1.2.2. Objective: The AVP for SIL will produce and review SIL *This Week* as a communication tool
 - 1.2.3. Objective: SIL Staff Appreciation Committee will operate to recognize staff members and their contributions across the unit.

Priority 2: Accountability (Procedures/Data Systems/Assessment Planning)

- 2.1. Goal: Improve Hiring Process to Better Reflect the Diversity both Found and Desired in SIL
 - 2.1.1. Objective: Infuse Specific DEI based questions into the interview process
 - 2.1.2. Objective: Identify ways to showcase and share our diverse culture and staff for the on-campus interview
 - 2.1.3. Objective: Form a Recruitment Working Group that includes HR & OED to address hiring protocols

- 2.2. Goal: Continue to Enhance the Onboarding Process to Support SIL's Diversity, Equity, and Inclusion Culture
 - 2.2.1. Objective: Add to the existing on-boarding procedure to educate new staff on DEI goals
 - 2.2.2. Objective: Form an Onboarding Working Group that reviews and updates processes
 - 2.2.3. Objective: Continue to develop the annual SIL New Employee Group
 - 2.2.4. Outcome: Feedback from the SIL New Employee Group will be incorporated into SIL extended monthly meetings

- 2.3. Goal: SIL Annual Staff Climate Survey
 - 2.3.1. Objective: DEI Work group along with SA Assessment, Research, & Planning will work to develop an assessment tool
 - 2.3.2. Objective: Develop future benchmarks (score or %)
 - 2.3.3. Objective: Administer each year and connect it to AVC Annual Evaluation
 - 2.3.4. Outcome: Connect the survey to SIL DEI Learning Goals

Priority 3: Engagement (Campus Cohabitations/Community Partners/Professional Programs)

- 3.1. Goal: Implement the NCBI Program at East Carolina University
 - 3.1.1. Objective: House the program under Intercultural Affairs in partnership with OED
 - 3.1.2. Objective: Each SIL department will be expected to have at least one trainer
 - 3.1.3. Objective: Each SIL department will go through NCBI training

- 3.2. Goal: Annual DEI Training and Speaker Programs for SIL
 - 3.2.1. Objective: Annual professional speaker (virtual or in-person)
 - 3.2.2. Objective: Develop affinity discussion groups across SIL
 - 3.2.3. Objective: Develop a continuing education unit (CEU) program with annual expectations to be reviewed as a part of yearly evaluation

Priority 4: Infrastructure (Facilities/Budget/Revenue Generation)

- 4.1. Goal: Increase Visibility of Diversity, Equity, and Inclusion Goals and Culture that also align with the University's Mission and Make-Up.
 - 4.1.1. Objective: Promote SIL DEI Mission and Goals through visual elements within the facilities
 - 4.1.2. Objective: Visually highlight terminology that connects with the DEI mission and the university mission

- 4.2. Goal: Increase Temporary and Permanent Art Displays within Indoor and Outdoor Facilities that Celebrates the Region and University's Diversity.
 - 4.2.1. Objective: Native American Land Acknowledgment and outdoor area
 - 4.2.2. Objective: Increase Native American Art and representation in facilities
 - 4.2.3. Objective: SIL will work with the Thomas Harriot College of Arts and Sciences to expand opportunities to display art which represents the diversity of ECU and the region

Summary

The SIL Diversity, Equity & Inclusion Three Year Plan was created in direct response to the unjust treatment of minoritized communities within America and as a response to the continued efforts of the Black Lives Matter movement established in 2013. In our desire to continually serve as the benchmark for excellence, we have been called to reaffirm our commitment to developing inclusive and innovative communities where not only our students, but also Student Involvement and Leadership staff can thrive. In the Division of Student Affairs and SIL, we value the uniqueness of people, cultures, and perspectives. Through intentional organizational improvements, opportunities for dialogue and discourse, accountability, and increased visibility, we will facilitate sustainable and strategic action steps to acknowledge and value the uniqueness of all members within our community.

One percent of SIL budget, excluding salary, benefits and student labor, will be allocated towards supporting new initiatives dedicated to creating a culture which respects, supports, and empowers the cultural identity of individuals within SIL.