Office of Equity and Diversity 2014-2019 Strategic Plan

Mission
To foster and advance an environment that is equitable, diverse, inclusive and community-connected, where the value of difference is seen:
• In the composition of university leadership, faculty, staff and students
• Through policies, procedures and practices
• Within the University’s organizational structures
• Across curricula
• Integrated into co-curricular programs
• Embedded into the foundation of interpersonal relationships
• Strategically leveraged to achieve excellence.

Commitment 1: Maximize Student Success

University Action 1.3 We will improve retention and graduation rates. We will retain and graduate students at a rate that is consistently higher than our peers.

Unit Objective 1: To support the retention and graduation of underrepresented and diverse students at a rate that is comparable with non-minority groups.

Metrics:
1. Retention and graduation rates of underrepresented groups
2. Number of best practice retention and persistence programs for diverse students that are adopted by university partners.

Unit Actions:
1. Partner with units across campus to research and promote best practice programs for retaining and graduating diverse students.
2. Sponsor professional development opportunities for faculty around best practices on the retention and graduation of diverse students.

University Action 1.4: We will radically improve accessibility for key student populations. …

Unit Objective 2: Support and develop outreach programs that engage and enroll underserved, underrepresented, and diverse student populations.

Metrics:
1. Number of underrepresented and underserved students admitted to East Carolina University.
2. Number of programs and partnerships targeting underrepresented, underserved, and diverse prospective students

Unit Actions:
1. Collaborate with units across the institution to develop model precollege programs for diverse populations.
2. Promote and market precollege programs and opportunities to diverse communities.

University Action 1.6: We will be a national model for campus safety and the safest campus in the UNC system.
Unit Objective 3: Significantly expand ECU’s ability to effectively respond to and address sexual violence in compliance with Title IX and related regulations.

Metrics:
1. Trends and patterns identified in sexual misconduct cases
2. Number of prevention and response efforts.
3. Survey responses related to sexual misconduct.

Unit Actions:
1. Establish a continuous improvement practice with respect to Title IX compliance.
2. Evaluate the ECU community’s perceptions around safety and sexual violence and the university’s ability to effectively respond to sexual misconduct.

University Action 1.7: We will reflect a global workplace and society by diversifying our faculty, staff and students...

Unit Objective 4: Collaborate with campus divisions/colleges and units to dramatically increase faculty and staff diversity at ECU.

Metric:
1. Composition of the ECU Faculty and Staff Population (Race, Ethnicity, Veterans Status, National Origin, Disability, Age and Gender)

Unit Actions:
1. Work collaboratively with search committees and hiring authorities and provide presentations and training regarding best practices for enhancing recruitment/outreach efforts
2. Enhance the climate for diverse populations on campus through a collaborative campus climate initiative.

Commitment 2: Serve the Public

University Action 2.2: We will be a national model for developing the leadership of faculty, staff, and students through engaged research and service.

Unit Objective 5: Recognize and reward research and service that enhances the diversity of the university and that serves diverse communities.

Metrics:
1. Service reported by faculty and staff spent serving diverse communities
2. Publications, conference presentations, and community workshops related to diverse communities or enhancing diversity within communities

Unit Actions:
1. Partner with units that focus on multidisciplinary research to provide leadership and services to diverse communities in Eastern North Carolina.
2. Incentivize research and service that focuses on diverse communities.

Commitment 3: Lead Regional Transformation

University Action 3.6: We will secure ECU’s position as a leader in addressing North Carolina’s educational challenges.

Unit Objective 7: ECU will strategically initiate service and applied research programs to address the educational challenges negatively impacting underrepresented populations in North Carolina.

Metrics:
1. Number of research publications exploring the educational needs of diverse populations in the state.
2. Number of programs designed to address the educational needs of diverse populations in the state.

**Unit Actions:**
1. Partner with the Office for Faculty Excellence to recruit faculty for the OED Research Associates Program.
2. Support the creation of an institutional infrastructure to support and recognize the service contributions of SPA and EPA-NF.

**University Action 3.9: We will leverage our strengths in the arts to enrich the quality of life for our students and our region.**

**Unit Objective 6:** We will provide support for the diversification of arts at ECU.

**Metric:**
1. Number of arts programs reflecting diversity

**Unit Actions:**
1. We will support the arts programs designed to increase awareness and understanding of diversity and social justice.
2. We will promote efforts that expand access to the arts for underserved and diverse populations in eastern NC.