

OFFICE OF DIVERSITY STRATEGIC PLAN

Goal 1: Foster a college of agriculture that respects differences and encourages inclusiveness.

- I. **Strategy 1: Foster a College environment that encourages inclusiveness. Solicit input and work closely with Dean/Associate Deans/Department Heads to discuss ways to increase diversity and document diversity efforts as ways of performance views (Total Group Effort).**
 - A. **Tactic 1:** Encourage faculty, staff and students to participate in diversity activities across campus such as workshops, seminars, and individual discussions that promote understanding of differences.
 - **Measure:** Documentation for how faculty, staff, and stakeholders are encouraged (e-mails, faculty meetings, etc)
 - B. **Tactic 2:** Ensure that the College of Agriculture continues to be represented on the Diversity Panels, committees, and groups.
 - **Measure:** Representation on the councils and attendance at meetings, and conferences related to diversity and inclusion will be documented.
 - C. **Tactic 3:** Encouraging all student clubs to engage in activities that promote diversity and provide support to student council, MANRRS as a key to leadership for college-wide student diversity. Collaborations of MANRRS and other College of Agriculture Student Organizations
 - **Measure:** Increased representation in MANRRS, integration of diverse students in other Agriculture Student Organizations, and number of collaborations of MANRRS and other student organizations in the COA.
 - D. **Tactic 4:** Providing more opportunities for all students to participate in a variety of experimental learning activities which provide an understanding and appreciation of other cultures.
 - **Measure:** Increased programming and number of students participating in these activities.

Goal 2: Increase the recruitment, retention, and representation of people of color, ethnic minorities, women, people with disabilities, and other underrepresented students, faculty, administrators, and staff at College of Agriculture to a level that reflects the appropriate relevant pool of availability for the target population.

I. Strategy 1: Continue to develop and implement diverse recruitment and retention strategies for underrepresented students.

- Strengthen linkages with Historically Black Colleges (Specifically Kentucky State University) and Universities, Tribal Colleges, Hispanic Serving Institutions, Community Colleges, and domestic and international partners for exchanges and partnerships
 1. SACHNAS (Student Association for Chicanos/Hispanics, Native-American Students)
 2. Identified Student to assist in Recruitment Activities
 3. SREB (Southern Regional Education Board Doctoral Scholars) Faculty Recruitment
- Coordinate climate assessment with the University's climate survey to assess current College climate relative to diversity, respect, and inclusiveness to provide baseline data for measuring progress. (Assessment every 3 years). The consistent use of survey data will enable COA to regularly track our progress and measure effectiveness in our efforts.
- A career awareness experience for high school freshman and sophomore students.
- A post-high school academic experience involving classroom instruction and skill development for entering freshman and community college transfers.
- Continue visits and implement programs at both urban and rural schools across Kentucky and target schools nation-wide. (Chicago High School for Agricultural Sciences)
- Research funding streams via government agencies and other avenues for student scholarships, assistantships, and research opportunities.
 1. Collaborate with faculty on grants, development, MANRRS alumni grants.

A. Tactic 1: Continue to Recruit and sponsor students for the Cooperative Extension Service Summer Intern Program, Summer Research Internship Program, Freshman Summer Program, and Future Faculty Program.

- **Measure:** Students participating in these respective programs.

B. Tactic 2: Identify funds to offer diversity scholarships.

- **Measure:** Increased number of scholarships supporting underrepresented populations.
- Increase scholarship leveraging
 1. Submit proposal for Multicultural Scholars Grant to support up to ten incoming freshman.

- C. **Tactic 3:** Design a diversity brochure to prospective students.
 - **Measure:** Brochure developed and disseminated by the college. College updates, brochures and publications regularly.
- D. **Tactic 4:** Have faculty locate opportunities to serve as mentors to students from under-served populations.
 - **Measure:** Faculty participation tracked. Faculty Activity Reports updated yearly.

II. Strategy 2: Increase the recruitment, retention, and representation of underrepresented faculty and staff.

- A. **Tactic 1:** Utilize *Diverse Issues*, *Hispanic Outlook*, *Women in Agriculture* and historically Black Colleges and Universities to recruit minority and women faculty to the college.
 - **Measure:** Documentation of the diverse outlets used in all faculty searches. The recruitment plans of all searches are approved by Affirmative Action/Equal Opportunity Employment office (Terry Allen's Office, HR)
- A. **Tactic 2:** Advertise positions for support staff via national diversity organizations and in various publications, and utilize the diversity list-serve for interns.
 - **Measure:** For local searches, at a minimum, use newspapers such as the Herald Leader or Courier Journal. For regional searches also include Diversejobs.net and HBCU lists. In addition, announcements are provided to the state employment network. Documentation kept in recruitment files; recruitment plans approved by Affirmative Action/Equal Employment Opportunity office.
- B. **Tactic 3:** Ensure that all faculty and staff search committees guide adherence to a diverse search process (i.e., posting in appropriate diversity resources, etc.) or ensure that search committees receive diversity training.
 - **Measure:** Office of Diversity designee to serve on search committees for guidance and direction to ensure compliance with all employment-based, non-discriminatory laws. Provide handouts to all faculty search committee members at initiation of search. A new web-based training will become available for search committee members. A centralized tracking mechanism will be a component of the web-based training.
- C. **Tactic 4:** Monitor faculty diversity within college and departments by comparing levels of availability each year.
 - Future Faculty programs, as well as coordinated searches which seek to create a diverse pool of qualified candidates for all openings.
 - **Measure:** Faculty report updated each year.
- D. **Tactic 5:** Establish exit interview process for faculty, administrators, and staff to identify retention needs.

Goal 3: Develop and implement a comprehensive system of education and training focused on effectively managing and leveraging diversity for students, faculty, and staff.

- I. Strategy 1: Develop and implement education and training focused on managing diversity.**
- A. Tactic 1:** Identify opportunities for faculty to collaborate in different teaching, research and outreach proposals.
- **Measure:** Documentation of collaboration(s). Faculty Activity Reports yearly.
- B. Tactic 2:** Have all in the college attend diversity training conducted by Human Resources, and extend it to all faculty and staff in the college.
- **Measure:** Training participation tracked.
- C. Tactic 3:** Implement training and educational opportunities for administrative professional and staff employees to achieve the acquisition of skills and knowledge for promotion, career transitions and retention within Auburn University.
- **Measure:** Training implemented, participation tracked, documentation for how training supports promotion and retention. Performance Planning Review Annual Reports.
- D. Tactic 4:** Introduce new awards for staff members who support diversity initiatives within the College of Agriculture.

Goal 4: Build and strengthen partnerships with diverse communities, industry, and government agencies, civic and community organizations to support diversity in the university across departments and in external communities.

- I. Strategy 1: Build and strengthen partnerships with diverse communities.**
- A. Tactic 1:** Work with departments to establish affiliate faculty members from underrepresented groups from 1890s.
- **Measure:** List of affiliates created, Report on partnership.

Goal 5: Develop and execute a comprehensive Diversity Communication Plan.

- I. Strategy 1: Develop and execute a Diversity Communication Plan for the College.**
- A. Tactic 1:** Emphasize diversity as a core value through college media outlets (web pages, brochures, newsletters, magazines, videos, etc).
- **Measure:** Document inclusion of diversity within college publications.

B. Tactic 2: Disseminate the college diversity plan and promote it among all students, faculty, and staff in the college.

- **Measure:** Plan disseminated. Plan to update yearly on college website. Faculty will be encouraged to include the diversity statement on their class syllabi.
- Utilizing college data to help in its diversity efforts (students, faculty, etc).
- Communicate with other colleges of Agriculture from across the country having success in the above areas; find out what steps were taken to improve situations.

Additional Planning

I. College of Agriculture Diversity Award for the following areas; if financial resources are not available, could be possibility of offering a smaller student award (book award or scholarship) or even rotating awards each year.

- 1) Extension Field Faculty
- 2) On-campus and Faculty
- 3) Staff- on and off campus
- 4) Students

II. Brown Bag Lunch Discussion

Blend Brown Bag Luncheon events with the campus calendar and host events during Black History Month (February), Women's History Month (March), and then determine what other events can be blended with campus calendar.

III. Suggested future topics:

- 1) Students that have studied abroad
- 2) Networking with diverse populations
- 3) College of Agriculture Sense of Inferiority
- 4) Diversity of Careers
- 5) Where are they now; what are they doing? Ambassador, Alumni
- 6) Classroom Respect

*Employers from respective Agriculture Companies talk about the importance of Diversity.

***Extension in Espanol website. Exensionespanol.net/index.cfm**