Implementation Plan - Goal 2: Strengthening Diversity, Inclusion, & Social Justice

Legend: Implementation Timeline	
	Initiate
	In Progress
	Complete
	Continuous USD Practice

Goal 2: Strengthening Diversity, Inclusion, & Social Justice

Justly represent the breadth and beauty of God's creation in our own community and transform the campus culture to ensure that all community members thrive.

Metrics: Campus Climate Survey, National Survey of Student Engagment (NSSE), Culturally Engaging Campus Environment Survey (CECE), Documenting Engagement Survey, Research study results, and Institutional Research and Planning Data

Strategic Initiatives: Center for Inclusion and Diversity

		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	Sp22	F22	Sp23	F23	Sp24	F24
Actions	2020 Strategic Plan for Diversity and Inclusive Excellence															
	Dialogues and Action (on and off campus)															
	Focused Research on Diversity and Inclusion at USD															

Strategic Initiatives: Faculty and Staff Diversity

		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	SP22	F22	Sp23	F23	Sp24	F24
Actions	Diversity Post-Doc Program															
	Faculty Recruitment and Retention Toolkit															
	Advancing Female Faculty in STEM															
	Employment Advertising Plan															

Strategic Initiative: Catholic Student Focused Initiatives

		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	SP22	F22	Sp23	F23	Sp24	F24
Actions	Create and implement new programs to sustain meaningful Catholic student enrollment (e.g. Torero Promise)															

Strategic Initiatives: Student Diversity

		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	SP22	F22	Sp23	F23	Sp24	F24
Actions	Diversity, Inclusion, and Social Justice in the Core Curriculum															
	Student Recruitment and Enrollment Plan															
	Special Research Programs for under-represented UG Students															
	Black Student Resource Center Initiatives															
	LGBTQ Initiatives															

Strategic Initiatives: Inclusive Campus Environment

		F17	Sp18	F18	Sp19	F19	Sp20	F20	Sp21	F21	SP22	F22	Sp23	F23	Sp24	F24
Actions	Include "Create an Inclusive Environment" in CAS ARRT Guideleines															
	Restructure Student Affiars to be more Student Facing with "Belonging" as the Key Theme															
	New Onboarding and Orientation Experiences for Students, Faculty, and Staff															