

Goals, Actions	Current Status DONE= complete, ONGOING = something that has started and met commitments, but happens on a regular schedule or requires continuous work, DEVELOPING = starting work, not yet complete	Updates	Responsible person if not yet completed
Diversity, Equity and Inclusion Strategic Plan Updates			
Increase recruitment of students, staff and faculty from historically marginalized groups			
1) Continue to develop focused student outreach and related partnerships and financial aid initiatives	Ongoing	Joined American Talent Initiative to increase graduation/thriving of low-income students; establishment of the PLAID Program for First-Generation/Limited-Income Students liaising DOS and CDI	
2) Review online and other materials to ensure high-quality information for prospective students, faculty and staff regarding diversity, equity and inclusion	Ongoing	New page on Diversity, Equity and Inclusion created. Additional materials in process with a view to sharing updates with students/faculty/staff more efficiently/frequently.	
3) All hiring departments, managers and chairs will participate in training to develop skills in recruiting diverse applicant pools, mitigating implicit bias, and mentoring inclusively and effectively. (Faculty: 2017-18, Staff: ongoing, starting 2018 with support from Human Resources in searches)	Ongoing	All hiring academic departments and 15 others completed 4 half-day workshops. CDEIO initiated first staff inclusion training for new hires in June 2019. CDEIO inclusion training in progress for staff divisions.	
4) Raise funds to create target of opportunity faculty hires	Ongoing	Perry-Williams fellowship funds 2017; Mellon grant for four positions received June 2018; other funds still being sought	Sarah Bolton
5) Join consortia such as Compact for Faculty Diversity and National Center for Faculty Development & Diversity	Done		
Broaden and deepen educational programs to improve cultural competencies and to increase professional effectiveness in diversity, equity and inclusion.			
1) Periodic educational programs on various facets of diversity, equity and inclusion for staff and faculty, as appropriate for roles/responsibilities	Ongoing	Inclusive classrooms program for all faculty in faculty meetings. Several individual academic departments also engaged. Wooster is collaborating with the other OH 5 colleges in a Mellon-funded program that includes a workshop on May 23 and a follow-up session on August 6 to develop a plan for training for diversity coaches who will provide mentoring to faculty and staff on working with "New Majority" students. Training for all staff in HR, Student Affairs, President's cabinet, APEX & library with external trainer in spring 2018. 50 additional staff have also undertaken training with this facilitator. Additional training being brought by CDEIO to departments, to tenure committee, to department chairs, and to search chairs.	Ivonne Garcia/Lisa Perfetti
2) Training for department chairs and managers on supporting diverse faculty and staff and creating/maintaining an equitable and inclusive working environment	Ongoing	Training for all hiring dept's in place on recruitment, training on creating equitable and inclusive working environments ongoing	Ivonne Garcia/Lisa Perfetti
3) Regular workshops for faculty on inclusive pedagogy, within departments and across the College	Ongoing	Inclusive pedagogy workshops in teaching matters & faculty meeting. All departments expected to undertake learning in inclusive pedagogy in their fields.	Ivonne Garcia/Christa Craven
4) Effective programs on diversity, inclusivity and community, for all first-year students and for RAs and other student leaders	Ongoing	New, revised and expanded programs rolled out for orientation in 2018 and 2019. CDEIO trained all RAs, OCers, Tour Guides, and will be doing further training of student mentors.	Nathan Fein/Julia Zimmer
5) Strengthen collaborations with the City of the Wooster regarding diversity and inclusion, particularly through sharing educational programs we bring here with local schools	Ongoing	President and CDEIO working with the mayor and city officials.	Sarah Bolton/Ivonne Garcia
6) Coordinate and advertise diversity and equity-related programming across campus to all constituencies (begun, will work through student and staff/faculty advisory groups)	Ongoing	This programming is tagged in the new campus calendar and is being advertised much more broadly	Melissa Anderson
Strengthen Resources for work on diversity, equity and inclusion and for support of community members from underrepresented groups			
1) Provide dedicated staff to support diversity, equity and inclusion work	Ongoing	CDI directors and CDEIO have hired student interns to support the campus-wide work on diversity.	Sarah Bolton
A. Hire one additional person with broad oversight of programs and assessments, reporting to President, with expertise relevant to staff and faculty as well as student experiences.	Done	CDEIO hired	
B. Restructure to create dedicated staff for students within CDI	Done	Additional staff (assistant director, program coordinator) hired to support International Student Services in 2019.	
2) Create an ongoing committee of students, staff and faculty to advise on diversity, equity and inclusion and to coordinate some programming opportunities	Done - student advisory group needs to be updated	Two committees developed, DEI advisory committee for staff/faculty, and parallel committee for students. Staff/faculty committee discusses staff/faculty training and support, and led CDEIO search. Inclusion action team formed. Student advisory body needs to be formed. Best structure is being discussed with MSOC	Amanda Panaiagua/Ivonne Garcia
3) Build programs and train student affairs staff broadly to effectively support 1 st generation, low income, LGBTQ+, and international students and students of color	Ongoing	Two days of training with external trainer - Feb and April 2018, annual; CDEIO did inclusive team-building workshop for DOS in spring 2019	Ivonne Garcia, Scott Brown
4) Broaden and deepen programs for faculty and staff from historically marginalized groups, including on campus and through Ohio 5 and GLCA consortia	Ongoing	Ohio 5 gatherings for faculty of color established and continuing. Regular programs each semester at Wooster enacted by CDEIO and Dean for Faculty Development	Ivonne Garcia, Christa Craven, Lisa Perfetti
Define responsibilities across campus: include diversity, equity and inclusion work as part of the regular assessments and plans for individuals and departments			
1) Human Resources staff will develop ways to include diversity, equity and inclusion work as part of all regular staff annual evaluations as appropriate to roles	Developing	In place for cabinet members and student affairs staff. Tools being developed for all staff.	New HR director (on board Jan.1). Process should be in place for spring 2020
2) The Teaching Staff and Tenure Committee will consider ways of including diversity, equity and inclusion efforts in faculty reviews and biannual reporting	Ongoing - initial changes complete	The language in the template for the biannual reviews was changed to encourage faculty to report on invisible service and to require every faculty member to address how they contributed to diversity, equity and inclusion efforts during the two-year period. In addition, TS&T changed the language in the letters that are sent to faculty who are up for review and to their chairs to encourage providing information about invisible service and contributions to diversity in the review process. Diversity advocates added for all tenure and promotion reviews.	Lisa Perfetti, Ivonne Garcia
3) The Educational Policy Committee will develop ways for academic departments and programs to include diversity, equity and inclusion in goals within their annual plans and assessments, and in external reviews.	Done	Done for academic department reviews.	
Create Policies and programs for equitable access			
1) Develop policy on gender-neutral facilities, and monitor progress toward any needed facilities	Done		
2) External review of disability support services and ADA compliance	Developing	To take place spring 2020	Sarah Bolton, Ivonne Garcia
3) Create timetable/plan for improving accessibility of facilities	Underway - in process	Included in Campus Master planning (happening fall 2019)	Master plan will be completed in spring 2020, Jim Prince, Sarah Bolton

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4) Review/update/communicate bias incident and discrimination reporting and response processes	Underway - in process	Bias Incident Response Team created 1/2018. Draft of new policy and process for all discrimination-based harassment/harm for faculty, staff and students complete. Will review with students November 2019, implement Jan 1 2020	Ivonne Garcia
Communicate			
1) Communicate mission statement, resources and progress on a website that would be helpful to those considering coming to Wooster as well as to those already here	Ongoing	New website that more fully describes mission, purpose and goals of DEI at Wooster, updates ongoing	Melissa Anderson, Ivonne Garcia
2) Report annually to the community	Ongoing	Each year, starting with spring 2018	Ivonne Garcia
Additional items added since the DEISP plan's development			
Galpin Call -in and other spring 2018 discussions			
Add lights, signage, cameras and additional coverage for Beall avenue safety	Ongoing	New sets of lights, cameras and signage added. Additional SPS coverage in process	Additional SPS coverage: funding responsibility S. Bolton, Hiring responsibility S.
Additional resources for student groups who provide support for DEI	Done	Additional funding for CDI provided, review of funding by CC/SGA undertaken, housing process improved for group housing, new group houses for several student groups who support work related to DEI	
Cultural competency training for student org leaders	Ongoing	Annual - 2019 training will be done by CDEIO	Amanda Panaigua, Ivonne Garcia
Sanctioning guidelines for bias-related harassment	Done	Completed and added to Scot's Key, 2019	
Campus climate survey	Done	Completed 2019. Awaiting results from company who administered it	
Monthly climate report	Done		
Website translation	Done		
International student needs; storage, insurance, ELL support	Done	New, more robust storage option developed and implemented; more robust health insurance option for international and DACA students obtained; 2nd ELL staff member approved and recruited	
Curricular change to strengthen learning of all students about diversity, power and privilege	Done	Diversity, power and privilege requirement voted in spring 2018, implemented	
Latinx Town Hall - September 17, 2019			
Latinx space	In process	Space identified and committed, funds committed, facilities working on getting space converted for this use.	Mike Taylor, time table to be finalized with contractors
Latinx counselor in the wellness center	Developing	Exploring possibilities for meeting this need	Bolton, Garcia
Point person for Latinx student concerns	Done		
Event funding	Done		
More Latinx curriculum, major in Latin American Studies	Developing	Discussion with faculty November 2019.	Ivonne Garcia/Bryan Karazia
More Latinx faculty	Ongoing	Programs to increase faculty diversity in process, continue to result in increasing numbers of Latinx faculty. Faculty retention study completed, Provost has developed plans to address concerns identified, is discussing with the faculty members; faculty cohort mentoring program established summer 2019 in response to the study	Perfetti, Ivonne Garcia, Christa Craven
Student retention	Ongoing	Inclusion action team and retention work group focussing charged with this	Scott Brown, Ivonne Garcia
Needs of First Generation/Low income students	Ongoing	PLAID program established, additional work on improving equity of access to programs and opportunities continuing	Shadra Smith
DEI Town Hall - October 23rd, 2019			
Faster response times, for SPS publicize priorities and expectations around time to increase responsiveness	Ongoing	SPS reaffirmed that they will not say "no" to those who call, and will communicate clearly how quickly they can be there. It should never be more than 10-15 minutes unless there is a major emergency on campus. Those who call with safety concerns are prioritized. Student patrol to walk those who need accompaniment to improve response times being established.	Steve Glick
Prioritize SPS outside library at 2 am as people leaving then need safe way home	Done	Committed - to start November 2nd.	
Allow students to park in faculty/staff lots after hours for safety	Done		
More comprehensive language and training around processes in Scot's key; make processes transparent	Ongoing	Scot's key revised so that students bringing concerns get information about outcomes and reasons, and have the right to appeal (2019). New Bias and discrimination process written, will be reviewed with students for clarity and for concerns before finalizing. To be completed in November 2019	Ivonne Garcia, Mitch Joseph
Attendance policies; policies around events on DEI as extra credit or required for courses	Developing	Being discussed with faculty at faculty meeting, Nov. 4th	Ivonne Garcia/ Bryan Karazia
Increase availability and diversity of counselors	Ongoing	4th counselor added spring 2019. No wait list since that time. Seeking Additional diverse counselors	Scott Brown
Transparency regarding wellness costs and availability	Developing	Exploring how best to do this, as there are differences depending on insurance and details of procedures.	Ray Tucker/Scott Brown
Safety trainings for those who are being targeted	Developing	Seeking options for high-quality training of this kind	Sarah Bolton
Relationship with the City - collaboration with City officials to improve climate and responsiveness	Ongoing		Sarah Bolton/Ivonne Garcia
Make MSOC formal in advisory role to Dr. Garcia	Ongoing	Discussed with MSOC 10/29 - they are not sure they want the role structured in this way. Dr. Garcia to continue to work with students to determine what is best.	Amanda Panaigua

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Diversity in SPS hiring	Ongoing	Diversity in hiring continues to be top priority, working through NAACP and other local and regional organizations to build pools. New dispatcher and officer who bring more diversity to the department hired 10/31.	Joe Kirk
More artwork around campus with representation of marginalized groups	Developing	Develop an approach to art for spaces with student advisory group	Bolton/Mike Taylor by December 1, 2019
Security and Protective Services Discussion - October 27th, 2019			
Additional cameras	Approved, in process	Funding to add to current 60 cameras approved, working with students to identify most important locations. Cameras will be ordered in November and installed as soon as they come in.	Steve Glick
Demographic information about who is stopped collected and reported	Done	Information being collected as of 10/28. Will be reported at the end of each semester and reviewed by CDEIO for indications of bias/profiling/discrimination.	
Names and shifts of all officers publicized	Done	On SPS website as of Monday, 10/28	
SPS officers trained to prevent bias/discrimination	Ongoing	Done spring 2018, will do regularly each semester. Next training in November 2019.	Steve Glick/Scott Brown