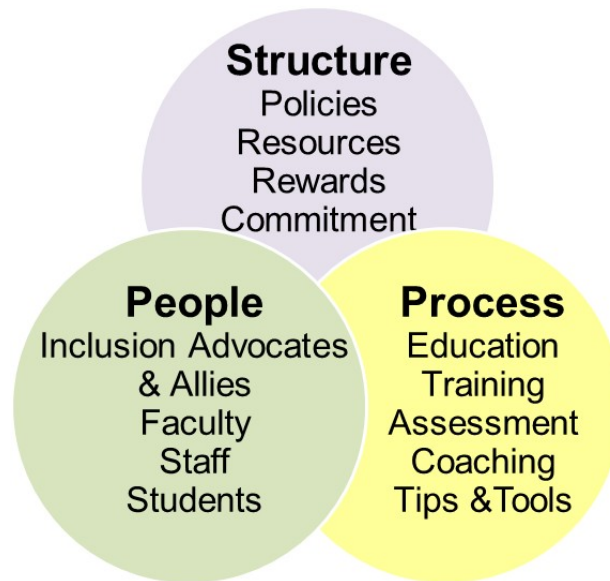


NDSU Campus wide Diversity and Inclusion action plan was developed through an appreciative inquiry process facilitated by Dr. Marie Hvidsen (Director of Rural Leadership). Over thirty faculty and staff representing various offices participated in the appreciative inquiry process, which consisted of Discover, Dream, Design, and Destiny phases.

Provocative Proposition:

The NDSU community prioritizes and values diversity and inclusion. We take collective responsibility for ensuring a sense of belonging, respect, and justice that support the success of each person.

Action Plan



Prioritize and foster an inclusive and diverse university culture

1. Create campus wide Inclusion Committee to develop strategic plan and monitor progress.
2. Develop and implement campus training on privilege, unconscious bias, respect, benefits of diversity, and micro-interventions for faculty, staff, administrators, and students (*can be through required coursework*). To transform campus understanding introduce common:
 - Read program – one book per year
 - Speaker program – one to two speakers per year
3. Implement Inclusion Advocates and Allies program; provide 360 coaching for units.
4. Offer a comprehensive professional development program for administrators and emerging leaders.
5. Address inclusion/culture/anti-racism in courses/programs.
6. Utilize research and program evaluation to inform decisions on issues surrounding campus climate and status of women and those from underrepresented groups (faculty, staff, and students) in the university.

Recruit, retain, and advance a diverse mix of faculty, staff, and students

1. Assure diversity and inclusion efforts are visibly and consistently supported at all levels of leadership.
 - Inventory and coordinate initiatives for diversity and inclusion.
 - Coordinate diversity initiatives from various offices.
 - Include contribution to diversity, inclusion, and employee mentoring & success in position description of all administrators and supervisors.
 - Assess and reward strategic efforts by units to improve recruitment of and outreach to women and underrepresented groups. Broadly disseminate promising practices.
 - Examine and identify program and policy needs to fully engage, recognize, support, and utilize the contributions of each person, including women and underrepresented groups.
2. Require training for all search committees and require candidate pool diversity before a search may progress.
3. Ensure all recruiters, including administrators and admission staff, are trained and diversity is integrated into recruitment plans.
4. Recruit intentionally and remove barriers to hiring NDSU graduates for faculty and staff positions.
5. Develop a university wide approach to mentoring and professional development of faculty, staff, and students.

Maintain and prioritize professional, inclusive, collaborative, and equitable behavior in all university environments and operations

1. Recognize contributions to an inclusive and respectful work environment in employee performance evaluations.
2. Improve student classroom conduct and professionalism.
3. Maintain and strengthen units, programs, and spaces that promote community building, collaboration, and a diversity of voices.

Increase faculty, staff, and student satisfaction

1. Conduct a climate/work-life survey every three years.
2. Use data/information gathered from the survey to improve campus climate and work – life satisfaction.
3. Evaluate work-load distribution and resource allocation to ensure equity.
4. Regularly review current work environments and processes for improvement.
5. Promote proactive conflict management.

Campus Offices, Committees, and Training for Inclusion and Diversity:

Offices serving:	Faculty	Staff	Students
Counseling Center			X
Disability Services			X
Equity Office	X	X	X
Faculty Immigration	X		
Graduate School			x
HR		X	
International Student & SA Services			X
Multicultural Programs			X
Student Life			X
Office of Sexual Assault Prevention			X
Office of Gender and Sexual Diversity			X
TRIO			X
Campus-wide Committees for:	Faculty	Staff	Students
Commission on the Status Of Women Faculty	X		
Faculty Senate Equity & Diversity	X		
FORWARD	X	X	
Promotion to Professor Task Force	X		
Student Senate Equity Committee			X
Training for:	Faculty	Staff	Students
Ally Training	X	x	
Anti-Bullying Training	X	X	
Community of Respect	X	X	X
EO/Title IX	X	X	X
Mental Health Training	X	X	X
PTE Training	X		
We Take Stand			X
Safe Zone	X	X	X
Searching for Excellence	X	X	x

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