**Updated Priorities**

**Prioritize and Foster an Inclusive and Diverse University Culture**

1. Create campus-wide Inclusion Committee to develop a strategic plan and monitor progress
	1. Include more *diversity* on this committee
	2. Work on *best practices* and *intentional efforts* to support inclusion
	3. Better promote the work of diversity already occurring on campus
2. Develop and implement campus training on *privilege*, *unconscious bias*, *respect*, *benefits of diversity*, and *micro-interventions* for students, staff, faculty, and administrators (*can be through required coursework*)

To transform campus understanding, introduce common:

* 1. Reading Program: one book per academic year
	2. Speaker Program: one or two speakers per academic year
1. Implement Inclusion Advocates and Allies program; provide 360 coaching for units.
2. Offer a comprehensive professional development program for emerging leaders and administrators
3. Address inclusion/culture/anti-racism in courses/programs
4. Utilize research and program evaluation to inform decisions on issues surrounding campus climate and status of women and other underrepresented groups (students, staff, and faculty) at NDSU
5. Organize campus inclusion panel with students, staff, and faculty as a way to listen and gather input from folks about their experiences of diversity on campus
6. Develop more explicit language about inclusion in NDSU’s Core Values statement

**Recruit, Retain, and Advance a Diverse Mix of Students, Staff, and Faculty**

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

**Maintain and Prioritize Professional, Inclusive, Collaborative, and Equitable Behavior in All NDSU 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 Student, Staff, and Faculty Satisfaction**

1. Conduct a climate/work-life survey every three years
2. Use data/information gathered from surveys to improve campus climate and work-life satisfaction
	1. Review policy to improve campus climate
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