SOUTH DAKOTA STATE UNIVERSITY
Strategic Plan
IMPACT 2018

UNIT STRATEGIC PLANNING OUTLINE FOR THE OFFICE OF:

Diversity Equity and Community

Mission:
South Dakota State University provides a rich academic experience in an environment of inclusion and access through inspired, student-centered education; creative activities; and research, innovation and engagement that improve the quality of life in South Dakota, the region, the nation and the world.

Vision:
As a leading land-grant university, South Dakota State University will champion the public good through engaged learning, bold and innovative research and creative activities, and stewardship within a global society.

Core Values:
South Dakota State University is committed to:

- Excellence in learning, discovery and engagement;
- Passion for the institutional mission;
- Improved quality of life for the people and communities of South Dakota, the nation and the world;
- Appreciation for academic, scientific and humanitarian achievements;
- Curiosity and innovation;
- Acceptance and embracement of diverse cultures and perspectives;
- Civility, integrity and trustworthiness;
- Transparency in decision-making and information sharing;
- Fiscal and programmatic accountability; and
- Economic and environmental sustainability.

Office of Diversity, Equity, and Community Mission Statement: To promote diversity in all of its complexity by advising the university community, developing and implementing programming, facilitating recruitment of students, faculty and staff from underrepresented communities, and working in partnership with the university community in fostering and sustaining a diverse and inclusive campus community where all can thrive and succeed.
**Vision:** Integrate guiding beliefs, morals and values of historically underrepresented peoples, discourses, thoughts and ideas as a catalyst for institutional change and transformation.

**Strategic Goals**

**Strategic Goal 1:** *Increase Recruitment and Retention of Faculty from Underrepresented Communities.*  
*Impact 2018 Strategic Goal 4*

**Action Step 2:** Bring outside experts to present on the recruitment and retention of faculty from underrepresented communities (three workshops presented in 2013-2014).  
**Action Step 3:** Draw from the expertise of SDSU faculty to present on diversity and inclusion issues on behalf of ongoing workshops in cooperation with the Teaching Learning Center.  
**Action Step 4:** Develop Equity Advisor/College Liaisons Program.  
**Action Step 5:** Develop informal networking opportunities to build a sense of community and support systems for new faculty (from underrepresented communities).  
**Action Step 6:** To understand, contextualize, and inform diversity efforts/initiatives, meet with Deans individually twice each semester.

**Strategic Goal 2:** *Increase enrollment and retention of underrepresented students.*  
*Impact 2018 Strategic Goals 1, 2, and 4*

**Action Step 1:** Bring outside experts to present on the recruitment and retention of students from underrepresented communities (two workshops presented in 2013-2014).  
**Action Step 2:** Draw from the expertise of faculty to present on diversity and inclusion issues on behalf of ongoing workshops in cooperation with the Teaching Learning Center.  
**Action Step 3:** Developing community partnerships that strengthen the pathway to college for underrepresented students (2013-2014 Red Cloud, Sioux Falls, Huron)  
**Action Step 4:** Community outreach and relationship building with professional education and community organizations (Tyndall, Wagner, Rapid City, Pine Ridge).  
**Action Step 5:** Work with the enrollment committee.  
**Action Step 6:** Continue focus group research with groups for students from underrepresented communities (Veterans, first-generation students, student of color, international students, etc.) to inform relationship building, program development, and foster an inclusive campus climate.

**Strategic Goal 3:** *Improve Campus Climate for Diversity/Inclusion through capacity building.*  
*Impact 2018 Strategic Goals 1, 2, and 4*

**Action Step 1:** Continue workshops on classrooms as inclusive communities (collaborative effort with faculty across colleges and departments).  
**Action Step 2:** Continue the development of the SDSU Critical Educators for Social Justice group (currently over 60 faculty, staff, and student members) with the goal of holding two
workshops per semester in which to discuss teaching resources, working to effectively engage in
difficult dialogues in classrooms and other university spaces.

**Action Step 3:** Provide training and education to the broader SDSU community on issues of
diversity, equity, and inclusion (two per year).

**Action Step 4:** Develop climate survey instrument (spring through fall 2013).

**Action Step 5:** Administration of campus climate survey (November 2013).

**Action Step 6:** Preliminary analysis of data (spring 2014).

**Action Step 7:** Preliminary reporting of findings (spring 2014).

**Action Step 8:** Deeper analysis and development of final report (summer 2014).

**Action Step 9:** Task Force organized to respond to final analysis with 3-4 action steps (summer 2014).

**Action Step 10:** Final report and task force recommendations shared with the larger SDSU
community in fall 2014.

**Strategic Goal 4:** Continue to Develop the American Indian Education and Cultural Center as a
High Performance Center; as both a Regional and National Resource.

**Impact 2018 Strategic Goal 1**

**Action Step 1:** Institutionalize a Bi-annual Native Student Affairs conference (piloted in 2013).

**Action Step 2:** Outreach to Tribal Colleges, take a team to each college to listen and learn—

**Action Step 3:** Review of all MOAs/MOUs

**Action Step 4:** Listening sessions with tribal communities (3 per year).

**Action Step 5:** Research projects to be presented at national conferences.

**Action Step 6:** Outreach to PK-12 schools (increase in the number of existing partnerships).

**Strategic Goal 5:** Develop Channels of Communication through which Diversity/Inclusion are
Presented as Core Institutional Values and Intrinsic to SDSU’s Standards of Excellence.

**Impact 2018 Strategic Goal 4**

**Action Step 1:** Develop and launch webpage for Office of Diversity, Equity, and Community
that will feature the work of diversity and inclusion across the University—summer 2013

**Action Step 2:** Develop university diversity statements from the President and Chief Diversity
Officer and post on newly developed webpage—Summer 2013.

**Action Step 3:** To develop an effective channel of communication, develop and implement
Equity Advisors/Liaisons Program—fall 2014.

**Action Step 4:** Identify diversity/inclusion programs to which broader Brookings community
can be invited.

**Action Step 5:** Make visible (call out) the ways in which diversity, equity, and inclusion are in
college and department strategic plans, feature best practices on the diversity webpage.
Performance metrics as shown below:

**Strategic Goal 1:** Increase Recruitment and Retention of Faculty from Underrepresented Communities.

**Performance Metric 1:** Assessment of Dissertation Fellows Program on multiple measures, the recruitment of two new fellows, and the hiring of at least one fellow in a tenure-track position.

**Performance Metric 2:** Conduct a survey of new faculty/staff from underrepresented communities hired within the last three years.

**Performance Metric 3:** Conduct a trend analysis of recruitment and retention of faculty/staff from underrepresented communities over the last 5 years—update each year.

**Performance Metric 4:** Climate Survey—identify metric through baseline data. Compare when survey is administered again in 2016.

**Strategic Goal 2:** Increase enrollment and retention of underrepresented students.

**Performance Metric 1:** Conduct survey/focus group research with students from underrepresented communities. Share results.

**Performance Metric 2:** Climate Survey—identify metric through baseline data. Compare when survey when is administered in 2016.

**Performance Metric 3:** In cooperation with faculty, conduct a curriculum analysis to assess the extent to which precepts of diversity and inclusion are presented in curriculum across disciplines.

**Performance Metric 4:** In cooperation with faculty, analyze pedagogical practices to determine the extent to which cultural responsive learning is being promoted.

**Strategic Goal 3:** Improve Campus Climate for Diversity/Inclusion through capacity building.

**Performance Metric 1:** Climate Survey data—(survey to be re-administered in 2016)

**Performance Metric 2:** Evaluation of implementation of climate survey task force recommendations

**Performance Metric 3:** Evaluations of workshops (post workshop surveys and participation rates)

**Strategic Goal 4:** Continue to Develop the American Indian Education and Cultural Center as a High Performance Center; as both a Regional and National Resource.

**Performance Metric 1:** Evaluation of bi-annual Native Student Affairs Conference on numerous measures (attendance, post conference surveys, scholarship produced, etc.)

**Performance Metric 2:** Assessment of MOUs/MOAs in the context of strategic goals (review of which are active etc.).

**Performance Metric 3:** Analysis and implementation of data gathered from listening sessions

**Performance Metric 4:** Analysis and implementation of on-going research and outreach efforts with Native students, faculty, staff, and communities.
Strategic Goal 5: Develop Channels of Communication through which Diversity/Inclusion are Presented as Core Institutional Values and Intrinsic to SDSU’s Standards of Excellence.

Performance Metric 1: Continuous update, revision, and traffic analysis of the Office of Diversity, Equity, and Community Web presence.

Performance Metric 2: Analysis of communications/outreach efforts through the Equity Advisors/Liaisons Program in the context of strategic goals.

Performance Metric 3: Through outreach to the Brookings community develop and further efforts on which the university and broader community can collaborate (monitor the number of collaborations/partnerships re: diversity, inclusion, multiculturalism).

Performance Metric 4: Track participation rates in programs, workshops and presentations followed by a post program evaluation.