



## DEI STRATEGIC THEME SUBCOMMITTEE: Purpose, Alignment and Next Steps

The DEI Strategic Theme Subcommittee supports the implementation and success of key institutional diversity, equity and inclusion priorities.

### EXECUTIVE SPONSOR

**Jabbar R. Bennett**, Ph.D., Vice President and Chief Diversity Officer

### MEMBERS

**Norman J. Beauchamp Jr.**, M.D., MHS, Executive Vice President for Health Sciences

**Dan Bollman**, Vice President for Strategic Infrastructure Planning and Facilities

**Christina K. Brogdon**, Vice President and Chief Human Resources Officer

**Kwesi C. Brookins**, Ph.D., Associate Provost for University Outreach and Engagement

**Lisa A. Frace**, Senior Vice President and Chief Financial Officer and Treasurer

**Douglas Gage**, Ph.D., Vice President for Research and Innovation

**Thomas Glasmacher**, Ph.D., Interim Executive Vice President for Administration

**Vennie G. Gore**, Senior Vice President for Student Life and Engagement

**Emily G. Guerrant**, Vice President for Media and Public Information and University Spokesperson

**Thomas D. Jeitschko**, Ph.D., Interim Provost and Executive Vice President for Academic Affairs

**Katie John**, Interim Vice President for Government Relations

**Douglass Monette**, Interim Vice President for Public Safety and Chief of Police

**Teresa Mastin**, Ph.D., Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs

**Laura Rugless**, J.D., Vice President for Civil Rights and Title IX

**Kim Tobin**, Vice President for University Advancement

**Estrella Torrez**, Ph.D., Associate Professor, Residential College in the Arts and Humanities

**Quentin Tyler**, Ph.D., Director, MSU Extension, College of Agriculture and Natural Resources

### ACTION TEAMS

Academic Affairs

Faculty and Academic Staff Affairs

Health Sciences

Human Resources

Infrastructure Planning and Facilities

MSU Department of Police and Public Safety

MSU Extension

Office for Civil Rights and Title IX

Office of Research and Innovation

Student Life & Engagement

University Advancement

University Communications

*\*Beginning on May 1, 2022*

## **PURPOSE**

To help support the implementation and success of key institutional diversity, equity and inclusion strategic priorities

## **OBJECTIVES**

1. To assist in implementation planning efforts
2. To manage execution of efforts within their oversight
3. To provide regular updates on progress made and challenges faced
  - a. Provide overall feedback on approach to implementation
  - b. Review and give input on “stakeholder” and “influencer” lists
  - c. Establish Action Planning Teams
    - i. Members may include faculty, staff, students, and in some cases alumni and external partners
  - d. Prioritize recommendations
  - e. Evaluate and expand proposed metrics
  - f. Explore individual and unit-based accountability measures

**UNIVERSITY STRATEGIC PLAN (MSU 2030) AND DEI STEERING COMMITTEE REPORT AND PLAN ALIGNMENT RECOMMENDATION**

<b>MSU 2030 GOAL</b>	Become a national leader in increasing diversity, promoting inclusion, ensuring equity and eliminating disparities on our campus and beyond	Alignment with DEI Report and Plan Strategic Goals
<b>OBJECTIVE 1</b>	Recruit, retain and graduate a diverse student body and eliminate disparities in MSU's graduation rates	Strategic Goal One: Increase Diversity Strategic Goal Two: Ensure Equity Strategic Goal Three: Promote Inclusion
<b>OBJECTIVE 2</b>	Dramatically increase MSU faculty who make significant contributions to advancing social justice and ethics, ensuring equity, addressing disparities and empowering communities through scholarship and engaged research	Strategic Goal One: Increase Diversity Strategic Goal Two: Ensure Equity Strategic Goal Four: Enhance Outreach and Engagement
<b>OBJECTIVE 3</b>	Recruit, retain and expand career development for staff from diverse backgrounds	Strategic Goal One: Increase Diversity Strategic Goal Two: Ensure Equity Strategic Goal Three: Promote Inclusion
<b>OBJECTIVE 4</b>	Provide a world-class academic environment that integrates DEI in teaching, research and service	Strategic Goal Two: Ensure Equity Strategic Goal Three: Promote Inclusion
<b>OBJECTIVE 5</b>	Increase proactive engagement with historically underrepresented and underserved communities based on partnerships informed by shared goals and mutual learning	Strategic Goal Two: Ensure Equity Strategic Goal Three: Promote Inclusion Strategic Goal Four: Enhance Outreach and Engagement

## NEXT STEPS

ACTION	TIMELINE
Socialize proposed implementation approach among sponsors, stakeholders, influencers and community	Fall 2021 - Spring 2022
Engage sponsors <ul style="list-style-type: none"> <li>• Provide overall feedback</li> <li>• Review stakeholder and influencer lists</li> <li>• Review metrics</li> <li>• Explore accountability</li> </ul>	Spring 2022
Engage stakeholders, influencers and community <ul style="list-style-type: none"> <li>• Provide overall feedback</li> </ul>	Spring 2022
Communicate next steps	Spring 2022
Convene sponsors <ul style="list-style-type: none"> <li>• Discuss feasibility and prioritization of proposed recommendations and actions</li> <li>• Review and endorse metrics</li> <li>• Establish accountability</li> </ul>	Spring - Summer 2022
Provide regular updates <ul style="list-style-type: none"> <li>• Board of Trustees</li> </ul>	Spring 2022 - Ongoing
Secure support to advance efforts	Summer - Fall 2022
Explore implementation	Fall 2022 - Ongoing
Monitor and assess progress <ul style="list-style-type: none"> <li>• Performance review</li> </ul>	Spring 2022 - Ongoing
Provide regular updates <ul style="list-style-type: none"> <li>• Board of Trustees</li> <li>• Public dashboard</li> </ul>	Spring 2023 - Ongoing