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

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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

<table>
<thead>
<tr>
<th>MSU 2030 GOAL</th>
<th>Become a national leader in increasing diversity, promoting inclusion, ensuring equity and eliminating disparities on our campus and beyond</th>
<th>Alignment with DEI Report and Plan Strategic Goals</th>
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</thead>
</table>
| **OBJECTIVE 1** | 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 |
| **OBJECTIVE 2** | 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 |
| **OBJECTIVE 3** | 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 |
| **OBJECTIVE 4** | Provide a world-class academic environment that integrates DEI in teaching, research and service | Strategic Goal Two: Ensure Equity  
Strategic Goal Three: Promote Inclusion |
| **OBJECTIVE 5** | 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

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<thead>
<tr>
<th>ACTION</th>
<th>TIMELINE</th>
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<tr>
<td>Socialize proposed implementation approach among sponsors, stakeholders, influencers and community</td>
<td>Fall 2021 - Spring 2022</td>
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<td>Engage sponsors</td>
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<td>• Provide overall feedback</td>
<td>Spring 2022</td>
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<tr>
<td>• Review stakeholder and influencer lists</td>
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<td>• Review metrics</td>
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<td>• Explore accountability</td>
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<td>Engage stakeholders, influencers and community</td>
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<tr>
<td>• Provide overall feedback</td>
<td>Spring 2022</td>
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<td>Communicate next steps</td>
<td>Spring 2022</td>
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<td>Convene sponsors</td>
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<tr>
<td>• Discuss feasibility and prioritization of proposed recommendations and actions</td>
<td>Spring - Summer 2022</td>
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<td>• Review and endorse metrics</td>
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<td>• Establish accountability</td>
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<td>Provide regular updates</td>
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<tr>
<td>• Board of Trustees</td>
<td>Spring 2022 - Ongoing</td>
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<td>Secure support to advance efforts</td>
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<td>Explore implementation</td>
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<td>Monitor and assess progress</td>
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<tr>
<td>• Performance review</td>
<td>Spring 2022 - Ongoing</td>
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<td>Provide regular updates</td>
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<td>• Public dashboard</td>
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