

Bowling Green State University Firelands College Diversity and Belonging Strategic Plan

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Firelands College Diversity and Belonging Strategic Planning Membership:

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Vision

In the spirit of innovation Bowling Green State University (BGSU) will be a national model for a premier learning community that develops, transforms, and impacts individuals and communities by shaping their futures through learning, discovery, and collaboration. BGSU will meet the educational, economic, and social challenges of our region, the State of Ohio, the nation and the world.

Mission

Bowling Green State University provides educational experiences inside and outside of the classroom that enhance the lives of all of our students, other stakeholders, and the many publics we serve. BGSU students are prepared for lifelong career growth, lives of engaged citizenship and leadership in a global society. With our learning communities, we build a welcoming, safe and diverse environment where creative ideas and entrepreneurial achievements can benefit others throughout our region, the State of Ohio, the nation and the world.

The mission of BGSU Firelands is fourfold:

- to provide general education and pre-professional curricula designed to facilitate transfer to four-year institutions;
- to grant technical and paraprofessional associate degrees which prepare students for work settings;
- to offer continuing education opportunities to serve the personal and professional development needs of the region; and
- to provide place-bound students in the Firelands community with access to selective BGSU bachelor's degree and master's degree completion programs at the BGSU Firelands campus.

Values

As Firelands College, we value:

- **ACCESS:** Center people of all identities in our practice of providing accessible, affordable, and high-quality workforce development and training, technical and professional degrees to improve the quality of life
- **COLLABORATION:** Engagement that leads to learning and synergy with each other and our community partners in the region and state
- **PERSONAL GROWTH:** Development achieved through holistic education, learning, involvement, and openly engaging diverse perspectives

Diversity and Belonging as the Foundation of Our Future

The BGSU Firelands' Diversity and Belonging Strategic Planning Committee acknowledges the work that has been accomplished by past committee iterations, and the continued contributions of our faculty, staff, students and community members.

The goals and actions set forth in this document are designed to provide BGSU Firelands with a "road map" to achieve further steps toward diversifying its students, faculty and staff; foster a sense of accessibility and belonging; and enhance the curricula and co-curricular experiences to increase awareness and knowledge regarding cultural competency.

Fostering belonging is everyone's responsibility at BGSU Firelands. Each individual who is a part of the BGSU Firelands community is responsible for creating an environment that is welcoming, inclusive, and respectful of all individuals, regardless of their differences, while affirming the perspectives they bring to our community.

BGSU Firelands' success in reaching the goals stated in this Strategic Plan requires **administrators** who understand and are committed to diversity. These individuals must be accountable for enhancing and supporting diversity in internal and external settings as an institutional priority as they implement the goals set forth in this plan and demonstrate their commitment to diversity, equity and inclusion through their actions.

BGSU Firelands' success in reaching the goals stated in this Strategic Plan requires **faculty and staff** who understand that diversity, equity, and inclusion create an environment of belonging that enriches the education and work experience of all who are a part of the BGSU Firelands community. An inclusive environment is essential to improving outcomes for both students and employees. Diversity, equity and inclusion are imperative to the ability of the College to achieve excellence.

BGSU Firelands' success in reaching the goals stated in this Strategic Plan requires **students** who are open-minded, empathetic, and passionate about learning in an environment that leverages the unique talents, backgrounds, and experiences of all who are part of the BGSU Firelands community. Exposure to and appreciation of issues concerning inclusion and belonging will enhance students' experience while attending BGSU Firelands and prepare them for full and fair participation as members of their communities.

This document emphasizes the College's commitment to diversity, equity and belonging, and it should serve as a guide for our collective conduct.

The College's Strategic Questions

As part of your strategic planning process the committee crafted a plan to address the following questions:

- How will Firelands College ensure a safe and inclusive BGSU experience and campus community in which each person feels empowered and supported?
- How can Firelands College leverage the experience, resources, and services of our network in order to foster a diverse community of belonging?
- How can Firelands College contribute to frequent and consistent social justice training and development for faculty, staff, and students to positively impact campus climate?
- What are the processes, collaborators, and resources required to assess and move forward the campus' diversity and belonging initiatives?

Key Objectives with Actions/Initiatives

1. ADVOCACY: Advocate for just and equitable policies and practices to ensure a safe and inclusive community where each person feels empowered and supported.					
1.1 Objective: Establish a diversity statement or language related to diversity and belonging in the mission of Firelands College					
Outcome Measure/Indicator	Data Source	Personnel Responsible	Frequency of Monitoring	Target	Baseline Data
<ul style="list-style-type: none"> Development of college specific statement that relates and fulfills the broader University's mission 		Dean, Marketing and Communications	One-time	FA 2020	Currently not explicitly included/mentioned in College mission
1.2 Objective: Review university assessment practices to ensure commitment to equity, diversity, and belonging processes (e.g., disaggregating data) and outcomes (e.g., persistence, graduation) for diverse populations					
<ul style="list-style-type: none"> Develop and utilize tags in Navigate to identify First-Generation Students and Student Parents from SOAR 	Navigate	Career and Academic Advisors, support from Associate Director of Undergraduate Education	Annually	SP 2021	We currently only use FAFSA data, which we know is not representative
<ul style="list-style-type: none"> Review current demographic data collection practices and provide recommendations to further inform identity-specific data collection and usage 	Enrollment management data collection processes	Implementation and Evaluation Committee with support of Assistant Dean	Annually	FA 2021	Data is not currently accessible to committee
1.3 Objective: Coordinate ally and advocate training workshops					
<ul style="list-style-type: none"> Partner with BGSU and other community resources to coordinate professional development and training opportunities for faculty, staff and students 		Associate Dean and Coordinator of Student Engagement, Diversity and Inclusion	Per Semester	FA 2020	

2. TRAINING AND DEVELOPMENT: Deliver impactful social justice and cultural competency professional development opportunities trainings to enhance faculty, staff, and students' capacity.

2.1 Objective: Initiate/mandate professional development opportunities - every staff member of Firelands must complete one Diversity development session (in-person, online, etc.) annually

Outcome Measure/Indicator	Data Source	Personnel Responsible	Frequency of Monitoring	Target	Baseline Data
<ul style="list-style-type: none"> 80% of faculty and staff will participate in some type of professional development that relates to diversity and belonging with a 5% incremental increase each year. 	Track participation through coordination of SEDI, Deans and Department Chair attendance information	Dean/Department Chairs	Annually	FA 2020 – SP 2021	Currently this data is not available.

2.2 Objective: Adoption and use of University terms and definitions around diversity, equity, inclusion, belonging, etc. to situate College conversations around these topics

<ul style="list-style-type: none"> 75% of faculty and staff will be able to identify key terms and definitions 75% of students will be able to identify key terms and definitions 	Track at events such as opening day, State of Diversity address, and at other College-related functions	Incorporate at all levels of administration and within the classroom	Annually	SP 2021	Currently we have not adopted and used University terms and definitions widely
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3. PROGRAMMING: Implement high-quality educational and engagement opportunities for university faculty, staff, and students.					
3.1 Objective: Programming around cultural heritage months and significant cultural milestones will be increased and enhanced					
Outcome Measure/Indicator	Data Source	Personnel Responsible	Frequency of Monitoring	Target	Baseline Data
<ul style="list-style-type: none"> Track and assess opportunities for social interaction, cultural competency building, and multicultural education Track participation and identify engagement trends as it relates to diversity programming 	Utilize Presence for attendance tracking as well as post-event surveys	Coordinator of Student Engagement, Diversity and Inclusion	Per Semester	FA 2020	Intermittent data has been gathered – recommendation for use of Presence for tracking
3.2 Objective: Host annual <i>State of Diversity and Belonging Address</i> providing campus and community					
<ul style="list-style-type: none"> Completed: Host event for faculty, staff, students and community members 		Coordinator of Student Engagement, Diversity and Inclusion with support of the Dean	Annually	SP 2020	
3.3 Objective: Adopt BGSU's Division of Diversity and Belonging learning and developmental outcomes related to student learning, development, and success that can be used for programmatic and assessment purposes					
<ul style="list-style-type: none"> Participate with the Division of Diversity and Belonging through the Diversity and Belonging Council to create, implement and assess outcomes 	BGSU's Diversity and Belonging Strategic Plan	Coordinator of Student Engagement, Diversity and Inclusion	Annually	SP 2021	
3.4 Objective: Academic department collaboration with community and professional organizations that focus on major/program-related diversity and belonging professional training for students					
<ul style="list-style-type: none"> Track engagement opportunities (speakers, trainings, etc.) 		Department chairs and program directors with support of Student Engagement, Diversity and Inclusion, and Academic and Career Counseling	Annually	FA 2022	We are not currently situating career/major training with diversity topics across all departments/programs

4. PARTNERSHIPS: Leverage campus and community partnerships to create a diverse community of belonging.					
4.1 Objective: Conduct a stakeholder and partner analysis to curate a list of initiatives and programs with virtual collaboration information, and context					
Outcome Measure/Indicator	Data Source	Personnel Responsible	Frequency of Monitoring	Target	Baseline Data
<ul style="list-style-type: none"> • Curation of sourcing list 	Excel	Admissions lead with support of Implementation and Evaluation Committee	Annually	SP 2021	We do not currently have this type of documentation
4.2 Objective: Facilitate collaborations around diversity and belonging with Diversity Officers from regional business, industry, government and community organizations					
<ul style="list-style-type: none"> • Implementation of annual networking event/meeting to promote diversity initiatives/collaboration between BGSU Firelands and partner organizations 	2019-20 Priority Initiative Project Tracking Template	Deans Office with support of Development, and Student Engagement, Diversity and Inclusion	Annually	SP 2022	
4.3 Objective: Identify opportunities for campus staff and faculty to serve on committees and boards in the community that are related to diversity and belonging efforts					
<ul style="list-style-type: none"> • Track participants, their contributions (i.e. hours, tasks/projects) as well as collaborations with campus-related experiences (i.e. service-learning courses) 	Evaluation and review processes	Department chairs, administrative directors, Dean's office admin to collect and source	Annually	SP 2021	Data is not currently accessible to committee
4.4 Objective: Academic department collaboration with community and professional organizations that focus on major/program-related diversity and belonging professional training for students					
<ul style="list-style-type: none"> • Track engagement opportunities (speakers, trainings, etc.) 		Department chairs and program directors with support of Student Engagement, Diversity and Inclusion, and Academic and Career Counseling	Annually	FA 2022	We are not currently situating career/major training with diversity topics across all departments/programs

5. ACCOUNTABILITY: Demonstrate the positive impact of Diversity and Belonging Strategic Plan to campus climate.

5.1 Objective: Transition the diversity and belonging strategic planning committee into a standing committee of the college with an emphasis on implementation and evaluation

Outcome Measure/Indicator	Data Source	Personnel Responsible	Frequency of Monitoring	Target	Baseline Data
<ul style="list-style-type: none"> Committee to be developed through shared governance process and grow to include representation from each Administrative/Support Services Offices, as well as one faculty member from each department. 		Dean	Monthly Meeting during Academic Term	FA 2020	This committee does not currently exist; however, it is best practice

5.2 Objective: Review Annual belonging survey data to identify trends and inform diversity and belonging initiatives

<ul style="list-style-type: none"> Develop continued recommendations for advancing diversity and belonging to remain responsive to trends presented in annual belonging survey Increase Firelands participation in the survey by 5% until we consistently engage 20% of population Increase sense of belonging incrementally through survey 2% each year. 	Annual belonging survey	Implementation and Evaluation Committee	Annually	SP 2021	SP 19 results show 70-80% of students surveyed (n=48) experience a sense of belonging, with 2.2% of participants experiencing marginalization
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5.3 Objective: Implementation and Evaluation Committee to track, measure, assess, and report progress for the Firelands' Diversity and Belonging Strategic Plan to internal and external constituencies

<ul style="list-style-type: none"> Updates and progress to be shared at Closing Day, during State of Diversity Address and online 	Annual report	Implementation and Evaluation Committee	Annually	SP 2021	No such reporting currently exists
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