LFSOP’s DEI Strategic Plan 2022-2024
One-Page Summary

- **Indicator 1: Institutional Viability and Vitality**
  - **Goal 1:** Improve recruitment & retention of underrepresented and minoritized faculty, staff, and students with a particular focus on Black, Indigenous, and people of color.
    - **Year 1 strategies:** Develop an intentional strategy for recruitment and retention of underrepresented & minoritized faculty, staff, students by Summer 2023 (update annually).
    - **Key people:** Becky Pope, Dr. Rooney, Pamela Clark, & DEI Committee
  - **Goal 2:** Create strong internal community support for DEI.
    - **Year 1 strategies:** Create an equity office/hire an equity officer by Summer 2023; organize safe/brave spaces for regular discussion and ideas to enhance DEI (annually).
    - **Key people:** Becky Pope, Curtis Kester, Dean Pasic, & DEI Committee

- **Indicator 2: Education and Scholarship**
  - **Goal 3:** Faculty/Staff/Program/Curriculum DEI enhancement, ensuring stakeholders learn of the nature of structural racism & inequity, with a focus on academic and philanthropic institutions.
    - **Year 1 strategies:** Organize professional development resources, trainings, and dialogues and offer incentives, appreciation, and recognition for faculty and staff efforts to enhance DEI and anti-racism at LFSOP (starting Fall of 2022 and on-going).
    - **Key people:** Dr. Rooney, Staff Development Squad, Becky Pope, & DEI Committee

- **Indicator 3: Climate and Intergroup Relations**
  - **Goal 4:** Internal community support for underrepresented & minoritized faculty/staff/students.
    - **Year 1 strategies:** Organize safe/brave spaces for discussion & ideas to enhance DEI (annually); reconsider hierarchies and formalize processes to ensure equity (i.e., checklist for supervisor check-in by Aug 2022; checklist for open dissemination of opportunities by Fall 2022; revised onboarding handbook by May 2023).
    - **Key people:** Becky Pope, Dr. Rooney, Dr. Freeman, Dr. Badertscher, Pamela Clark, & DEI Committee
  - **Goal 5:** External communications & physical environment is inclusive and welcoming.
    - **Year 1 strategies:** Internal, stakeholder assessment of LFSOP’s office and outward facing media-marketing images and implement recommendations by Summer 2023.
    - **Key people:** Aja Pirtle & DEI Committee

- **Indicator 4: (Student) Access and Success**
  - **Goal 6:** Increase satisfaction and retention of underrepresented and minoritized students.
    - **Year 1 strategies:** Research expectations of current & potential underrepresented and minoritized students and design an onboarding program to meet identified expectations by Summer 2023.
    - **Key people:** Pamala Clark, Dr. Freeman, Dr. Badertscher, Dr. Konrath, Dr. Rooney, & DEI Committee
  - **Goal 7 (overall):** Analyze and report on progress and challenges in DEI climate/culture at LFSOP attending in particular to indicators for each of the six goals.
    - **Year 1 strategies:** Gather data on each KPI annually (including: department data, annual LFSOP survey, IUPUI data); distribute baseline report in January 2023, and annually thereafter.
    - **Key people:** Paige Smith, Becky Pope, & DEI Committee

**Guiding Values:** (1) commitment to anti-racism; (2) transparency and accountability; (3) community engagement; and (4) responsiveness.