



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.