

2021-2022 Community and Belonging Divisional Goals

Commitment to integrating a diverse, equitable, & inclusive culture across the institution

Goals	Specific Actions	Status
1 Increase awareness, understanding, and alignment of Community and Belonging within Nazareth College's institutional goals and strategic planning process	Engage key partnerships with the new senior leadership in Strategic Enrollment Management and Institutional Advancement to advance the mission and vision of C&B.	In progress
	Position Equitable Spaces courses within C&B as curricular enhancements in partnership with Academic Affairs.	In progress
	Continue providing authentic spaces for community forums for campus and community stakeholders developed by ODIEE, CFS and C&B.	In progress
	Create a Shared Equity Leadership working team to develop the next generation DEI Action Plan.	In progress
	Explore and select tool to conduct the 2022-2023 campus climate survey.	Pending Action
	Create a comprehensive Title IX report on institutional efforts in preventing and responding to incidents of sexual misconduct on campus to inform the strategic planning process.	Pending Action
	Provide dedicated administrative (co-chair) and programming support (curricular development) for NBRET.	Pending Action
	Work with Marketing and Communication to enhance or develop communication strategies for more effective and efficient communication of C & B action items and initiatives.	In progress
	Develop tracking systems at the divisional and unit level for measuring outcomes (Director for Equity and EL).	Pending Action
	Develop pathways and communication strategies to engage student voice with Community and Belonging (i.e. regular interaction with student governance).	Pending Action
2 Expand the portfolio under the Vice President for Community and Belonging and ensure adequate staffing to align with its mission.	Revisit existing job descriptions and revise to ensure adequate staffing for the division to fulfill its mission and vision.	In progress
	Engage senior leadership in discussions of re-organizational opportunities to expand and strengthen the mission and long term vision of Community and Belonging. *	In progress
	Align oversight of LifePrep@Naz program to be within C&B, reflecting that DEI includes ability.	In progress
	(ODIEE) Reframe current educational and competency-building offerings grounded in a Growth-Mindset centered on (4) components: 1. Pre-Workshop/Training "Primer" sessions; 2. Foundational content; 3. Transformational Action Planning & Implementation, & 4. Post-Workshop/Training "Finisher" sessions.	In progress
	Explore alternative revenue funding to support personnel and initiatives through grants and community foundations.	In progress
3 Expand formal and informal interdivisional collaborations with Academic Affairs (to include Faculty Senate, Athletics, Center for Civic Engagement, Institutional Research, Health and Counseling, Student Experience, Hickey and Konar Centers, Office of Research and Scholarly Initiatives), Institutional Advancement, Marketing and Communication, Strategic Enrollment	Support institutional level initiatives grounded in a restorative practice framework including but not limited to NBRET.	In progress
	Continue collaboration with Student Experience to develop a comprehensive and cohesive student experience Changemaker model that provides room for direction and personalization.	In progress
	Identify targeted initiatives with Center for Civic Engagement, Center for Life's Work, and Center for International Education to align experiential learning outcomes with DEI specific education and other resources as appropriate.	In progress
	Expand C&B and Faculty Senate partnerships for DEI initiatives (e.g. C & B at -large position on relevant standing committees such as assessment and curriculum; collaborative programming and curriculum development).	In progress
	(ODIEE) Lead, in close collaboration with Academic Affairs and the Curriculum sub-committee, the development, piloting (Fall 22'), and assessment of a new Curriculum/Pedagogy/Inclusive-classroom Dynamics (C.U.P.I.D.) Teaching & Learning Framework and Taxonomy.	In progress
	(ODIEE) Create a revised DEI Quick Reference Guide to be distributed amongst faculty, staff, residence halls, and other campus support offices.	In progress
	Expand CFS and ODIEE support for and programming of the Interfaith/Intergroup Dialogue in partnership with the Hickey Center and Konar Center.	In progress
	Collaboration with the Center for Life's Work and Institutional Research to provide first-year first-gen students with a high financial access to student employment positions to foster a sense of belonging/engagement to positively impact retention.	In progress

	Management for DEI focused curricular, co-curricular, and institutional initiatives.	Continuation of ODIEE - and Athletics partnership - Year 2 of the NCAA DEI action plan (strategically integrate DEI, e.g., DEI ambassadors program; DEI branding project).	In Progress
		Establish more intentional collaborations between Title IX Coordinator, Human Resources, and various offices in Academic Affairs to create a holistic sexual violence prevention plan.	In progress
4	Identify and communicate ongoing and targeted strategies for the recruitment and retention of diverse students, faculty, and staff (cont).	Student-focused actions: Heighten and expand the Young Scholars Program and First-Generation Program.	In progress
		(ODIEE) Develop in collaboration with student-leadership a strategic programming and succession action plan for the ATLAS Center.	In progress
		Explore alternative funding to support Student Access and Achievement Programs (SAAP) students to engage in curricular and co-curricular initiatives throughout the entire student experience (e.g. study abroad, SSJ Retreats).	Pending Action
		Enhance SAAP & CFS collaborations with Enrollment Management as well as Student Experience to align best practices for recruitment and retention of diverse students.	In progress
		Establish community partnerships, create strategies, and set goals to recruit Muslim and Jewish students locally, regionally, and nationally.	Pending Action
		Create intentional strategies in collaboration between all units in C&B & SEM to recruit and retain Latinx students.	In progress
		Expand and systemize collaboration with Health & Counseling for ongoing support for student affinity groups e.g. men of color (ANCHORS), women of color (PILLARS), & LGBTQ support groups.	In progress
		Create a tutoring process for SAAP STEM students to increase success in choosing degree programs and programs of interest.	Pending Action
		Evaluate effectiveness of current SAAP strategies to promote persistence and retention.	Pending Action
		Faculty/Staff -focused actions: Encourage participation in local, regional, & national level conferences to increase awareness of Nazareth College (e.g. NACAC, the Southern Regional Education Board Institute for Teaching and Mentoring)	In progress
		Intentional collaboration with Center for Student Success and Student Accessibility Services with a focus on increasing SAAP student success and retention and decreasing an equity gap.	Pending Action
		Create a database of diverse candidates to serve as a resource for departments and divisions to recruit a diverse pool of candidates for faculty and staff positions.	Pending Action
		Continue to explore with Academic Affairs best practices for visiting faculty lines for underrepresented faculty which will serve as a pipeline for future tenure-track positions and diversifying recruitment pools.	Pending Action
		Facilitate establishing additional affinity groups based upon community interest with a focus on LGBTQ+ & Women's Leadership Exchange.	In progress
	Collaborate with HR to develop and reinforce the use of inclusive search processes for staff in order to increase diverse hires in 2021-2022.	In progress	
5	Establish or reestablish formal and informal partnerships with the Greater Rochester Community.	Create or re-establish purposeful relationships with community-based organizations to provide greater access to diverse students, faculty, and staff at an institutional level (i.e., Strategic Enrollment Management, Advancement, Academic Affairs, and Marketing Communication).	In progress
		Reinforce internal partnerships with Community Youth Development, Center for Life's Work and Community Engagement to increase visibility of C&B externally.	In progress
		C&B Scholar will reconnect with Ibero; SAAP will continue relationships with Urban Suburban, Farash Foundation, & Our Lady of Guadalupe to recruit the best students for SAAP programs. Partner with Rural and Migrant Ministries to create a SAAP student pipeline.	In progress
		CFS will continue relationships with Farash Foundation, Islamic Center, Jewish Federation, Glory House International, Diocese of Rochester Migrant Ministry, & Sisters of St. Joseph.	In progress