

Division for Community & Belonging Goals for 2020-2021

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 with Nazareth College's core values and commitment to diversity, equity, and inclusion.	Engage senior staff and select campus leaders in a comprehensive organizational - level DEI training	Acomplished
	Establish ongoing collaboration with Marketing & Communications to educate and engage the campus with Community and Belonging as well as its individual units (SAAP, ODIEE, & CFS)	Acomplished
	Establish mechanism for communication, updating, and adding benchmarks for the Diversity Scorecard (collaboration with Institutional Research and Marketing & Communications)	Acomplished
	Update environmental branding for Community & Belonging to reflect the diversity, equity, and inclusion function of its individual units (signage and messaging of mission and vision). Include Interfaith Spaces in GAC (e.g. Sulam Center) & ODIEE Spaces in Shults	Acomplished
	Serve as a campus resource and collaborative partner for issues related to diversity, equity, and inclusion	Acomplished
	Engage key partnerships aligning priorities and common goals across campus (e.g. Senate, AFSOC, Emergent Strategy Working Group)	In progress
	Provide strategic leadership and support for the development and launch of Nazareth Bias Response and Education Team (NBRET)	Acomplished
	Expand information shared about the Division for Community & Belonging through New Student Orientation & ACS	Acomplished
	Continue providing authentic spaces for community forums as developed by ODIEE	In progress
	Create authentic opportunities to encourage student voice and agency during time of societal unrest and uncertainty	Acomplished
	Systematize process for diversity-equity-inclusion (DEI) summer book read and discussion groups for faculty, staff, students, and alumni	Acomplished
2 Expand the portfolio under the Vice President for Community and Belonging and ensure adequate staffing to align with its mission.	Conduct a crosswalk of the 2017 Strategic Plan to determine status of implementation process	Acomplished
	Support the creation of a DEI institutional level goal for '20-'21	Acomplished
	Facilitate the integration of the divisional objectives into the new college strategic planning process	Acomplished
	Re-assess membership and primary function of the Community and Belonging Advisory Council	Acomplished
	Ensure adequate staffing for the division to fulfill its mission and vision	In progress

3	Expand formal and informal interdivisional collaborations with Academic Affairs (to include Athletics, Center for Civic Engagement, Institutional Research, Health and Counseling, Hickey and Konar Centers, Office of Research and Scholarly Initiatives), Institutional Advancement, Marketing and Communication, Strategic Enrollment Management for DEI focused curricular, co-curricular, and institutional initiatives.	Support institutional level initiatives grounded in a restorative practice framework	In progress
		Collaborate with Academic Affairs in reviewing and implementing the recommendations of the Diversity in the Curriculum Task Force	Accomplished
		Continue collaboration with Student Experience to develop a comprehensive and cohesive student experience model that provides room for direction and personalization	In progress
		CSF, SAAP, and ODIEE to work closely with the 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
		Serve as a resource to support the Faculty Senate's DEI work (e.g. faculty manual changes)	Accomplished
		Implement and support the Interfaith/Intergroup Dialogue program in partnership with the Hickey Center and Konar Center	In progress
		Provide DEI focused educational support and guidance to the UA, Campus Activities Board, and other student clubs and organizations (e.g. Athletics)	Accomplished
4	Identify and support ongoing and targeted efforts for the recruitment and retention of diverse students, faculty, and staff.	Student-focused actions:	
		• Heighten and expand the Young Scholars Program and First-Generation Program	In progress
		• Continue innovations in supporting HEOP students through summer start and beyond	In progress
		• SAAP & CFS to work collaboratively with Enrollment Management as well as within Student Experience to align best practices for recruitment and retention of diverse students	In progress
		• Prepare the College to complete the Campus Pride Index (CPI) to be submitted at the end of 2020/2021	Accomplished
		• Create a strategy to recruit and retain Latinx students	In progress
		• Continue to support programming for men of color (ANCHORS) and women of color (PILLARS) support groups	In progress
		• Assess various CFS communities and individual staff appointments to assess impact of one-on-one care as it relates to the student experience	Accomplished
		Faculty/Staff -focused actions:	
		• Encourage participation in national level conferences to increase awareness of Nazareth College (e.g. the Southern Regional Education Board Institute for Teaching and Mentoring)	In Progress
• 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 visiting faculty lines for underrepresented faculty which will serve as a pipeline for future tenure-track positions and diversifying recruitment pools	Pending Action		
• Continue to ensure that all hiring managers and/or search committees participate in ODIEE search process training	Accomplished		

		<ul style="list-style-type: none"> • Create shell/structure for professional affinity groups (i.e. color and LGBTQ+ affinity groups) 	Accomplished
		<ul style="list-style-type: none"> • Support Association of Faculty and Staff of Color during its inaugural year 	Accomplished
		<ul style="list-style-type: none"> • Facilitate establishing additional affinity groups based upon community interest 	In progress
5	Establish or reestablish formal and informal partnerships with the Greater Rochester Community.	Sustain partnerships with external CDOs and VPs through WNYDO consortium created spring 2019	Accomplished
		Create or re-establish purposeful relationships with community-based organizations to provide greater access to diverse students, faculty, and staff. New: Glory House International collaboration; Cabrini Grant initiative with local migrant communities. Re-establish: Community Youth Development and Service Learning Partnerships	In progress