

Goal 1: Create an environment of inclusion that promotes the recruitment and retention of diverse faculty.

Performance Indicators	2019-20	2020-21	2021-22 Target	2023-24 Target	Leader of initiative
A. Diversity, Equity and Inclusion training for all staff		All new hires after Jan 1, 2021 And 4 select departments	30% of faculty and staff trained	100%	Associate Chancellor for Diversity
B. Required anti-bias training for administrative/professional and faculty search committees	Sparingly	Fall 2020	100% compliance	100% compliance	Associate Chancellor for Diversity
C. Increase diversity among faculty	AA 5.6% Hispanic/Latinx 3.1% Native American 0.2% Asian 15.6% HI/PI 0.1% Two or More 0.9%	Initiated	30% of all new hires will be from an underrepresented group	30% of all new hires will be from an underrepresented group	Provost
D. Work with the academic departments to improve the racial and gender diversity of faculty/tenure track and non-tenure track identified by the	Not shared	Begin spring 2021	Continuous with annual meetings with deans and directors to go over goals	Continuous with annual meetings with deans and directors to go over goals	Associate Chancellor for Diversity Provost

2019-2020 Affirmative Action Plan					
E. Work with Civil Service, Administrative and Professional Staff units to improve the racial and gender diversity of employees identified in the 2019-20 Affirmative Action Plan	Not shared	Begin Spring 2021	Continuous with annual meetings with deans and directors to go over goals	Continuous with annual meetings with deans and directors to go over goals	Associate Chancellor for Diversity Provost
F. Conduct Faculty and Staff Climate Surveys every two years	Conducted	Begin implementation based on results	Spring 2022 Survey the campus community – Implement action plan based on results Decrease the number of reported racial and bias incidents		Associate Chancellor for Diversity
G. Require college deans, directors and vice chancellors to develop diversity plans	Not initiated	Not initiated	All colleges, schools and departments completed by Fall 2021. Each plan will follow the campus diversity plan format to provide uniformity across campus.	Evaluate plans on an annual basis	All Vice Chancellors Chancellor's Task Force on Diversity
H. Develop a statement of contribution to equity, diversity and inclusivity for all faculty, staff and administration hires	Not initiated	Complete by January 1, 2021 On going training on how to evaluate	On going	On going	Chancellor's Task Force on Diversity and Inclusion Legal Counsel Associate Chancellor for Diversity

		statement during the hiring process			
I. Develop campus-wide language regarding experience with diversity, inclusion, anti-racism, anti-bias to include in faculty, staff and administrative job announcements	Not all departments	Complete by January 1, 2021	On going	On going	Chancellor's Task Force on Diversity and Inclusion Provost VC for Student Affairs Associate Chancellor for Diversity
J. Provide required anti-bias training for administrative/professional and faculty search committees, including hiring managers and administrators.	Sparingly	Trainings begin Fall 2020	On going	On going	Associate Chancellor for Diversity

Goal 2: Create environment of inclusion that promotes the recruitment and retention of diverse students.

Performance Indicators	2019-20	2020-21	2021-22 Target	2023-24 Target	Leader of initiative
A. Diversity, equity and inclusion training for all students	Not required; as requested	Required; all new students spring 2021	All new students fall 2021 and Junior class	100% of all students	Associate Chancellor for Diversity
B. Remove SAT/ACT requirements for all university-funded scholarships for incoming students		Initiated	Completed		Provost SIU Carbondale Foundation Enrollment Management
C. Conduct a campus climate survey for students	Not conducted	Spring 2021 survey the student campus community	Implement and action plan based on survey results Decrease the number of reported racial and bias incidents		Associate Chancellor for Diversity

Performance Indicators	2019-20	2020-21	2021-22 Target	2023-24 Target	Leader of initiative
D. Increase minority retention rate for first-time freshmen year to year	AA 69.7 H/L 77.5% Two or more 68% Asian 66.7% Total Minority 72%		75%	80%	All Vice and Associate Chancellors
E. Minority RSOs have adequate funding for on-campus programs and services	Full cost	Spring 2021 reduce cost associated for police for on-campus evening events Faculty, administrators and staff will work with students to provide safe on-campus events	On going	On going	Vice Chancellor for Student Affairs Chief of Police Associate Chancellor for Diversity
F. Provide internships, job shadowing, and research opportunities for underrepresented students		Not initiated	Increase underrepresented student participation in study abroad by 5% each year	Increase underrepresented student participation in study abroad by 5% each year	Center of International Education Provosts Vice Chancellor for Student Affairs

G. Evaluate the Student Code of Conduct to ensure inclusivity	Not evaluated	Initiated and Complete Reduce student codes violations by 5%	Continuous Reduce student codes violations by 5% each year	Continuous Reduce student codes violations by 5% each year	Vice Chancellor for Student Affairs/ Legal Counsel
H. Enhance scholarships for marginalized, disadvantaged students	Current	Initiated-SIU System Commitment George Floyd Scholarship for incoming student-awarded Fall 2020 Dunbar Leadership Society initiated	On going	On going	Provost/ Enrollment/ Management SIU Foundation/ Alumni Association
I. Increase enrollment of students of color	Undergraduate: AA 9.9% H/L 6.9% Asian 1.5% All others 0.4% Minority 20.9% Total AA 13.4% H/L 8.2% Asian 2.4% All others 0.4% Total Minority: 27.2%	Undergraduate: AA 10.6% H/L 7.1% Asian 1.5% All others 0.2% Total Minority 21.5% Total AA 13.7% H/L 8.5% Asian 2.5% All others 0.3% Total Minority 27.6%	Increase underrepresent undergraduate enrollment by 1.5% each year	Underrepresented undergraduate enrollment is 40% of total enrollment including international students	All Vice and Associate Chancellors
J. Create a diversity office in the Graduate School		Not initiated Develop a plan to hire for fall 2021 Minority Graduate enrollment 5.1%	Increase minority grad enrollment by 2.5% each year	Minority graduate enrollment 10.1%	Provost Office
K. Develop a summer program for students			Increase first to second year	First to second year retention rates have	Provost

under the academic review committee and		Dr. Seymour Bryson Future Scholars Program established. July 2021	retention rates for this population	increased for this population. Analyze growth every year.	
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Goal 3. Build a community that fosters learning with a commitment to diversity, equity and inclusion.

Performance Indicators	2019-20	2020-21	2021-22 Target	2023-24 Target	Leader of initiative
A. Establish an anti-bias curricular task force to ensure anti-bias/anti-racism education is threaded throughout the curriculum		Develop a certificate program Promotion to begin in Fall 2022			Provost Chancellor's Task Force on Diversity and Inclusion
B. Embed Diversity and Inclusion in UCOL 101 curriculum		Initiated fall 2020 Continue spring 2020 Goal to have all UCOL 101 students complete DEI training in Fall 2021	All UCOL students will complete training and have history of Diversity at SIU. All UCOL students will participate in Diversity Week	On going	Provost Chancellor's Task Force on Diversity and Inclusion
C. Develop anti-racism workshops, reading		Not initiated Begin Spring 2020	Reduction of faculty, staff and		Provost

groups, teach-ins, and book discussion groups, led by faculty, staff, community members, experts.			student reports of harassment and discrimination.		Vice Chancellor for Student Affairs Associate Chancellor for Diversity
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Goal 4. Communicate, Communicate, Communicate

Performance Indicators	2019-20	2020-21	2021-22 Target	2023-24 Target	Leader of initiative
A. Provide a monthly newsletter on diversity matters developed by the Office of Associate Chancellor for Diversity.		Started Fall 2020	On-going Student and campus events and initiatives promoted in the newsletter increase year to year. Events and initiatives promoted in weekly staff meetings	All events related in DEI are promoted in the newsletter. Newsletter is published bi-weekly	Associate Chancellor for Diversity
B. The Office of Equity and Compliance will conduct trainings in all Univ 101 courses to educate students on where to file discrimination and harassment issues and complaints.		Begin in spring 2021.	Reduce the number of students and staff who state they do not know where to report incidents. Use recent climate surveys as the baseline.	Reduce the number of students and staff who state they do not know where to report incidents. Use recent climate surveys as the baseline.	Chancellor Vice Chancellor of Student Affairs

Goal 5. Create a positive Carbondale community climate for international and Student of Color

A. Create a task force to work with the City of Carbondale and SIUC to become an Anti-Racist Community. Partner with the City of Carbondale, SIH, NAACP, Unity Groups, and underrepresented RSOs on cultural events.		Not initiated			Chancellor's Task Force on Diversity and Inclusion Vice Chancellor of Student Affairs
B. Engage in opportunities to strengthen relationships and partnerships between SIU and local communities.		Initiated – on going			All Vice and Associate Chancellors
C. Conversations of Understanding and include the City of Carbondale and		Initiated fall 2020			Chancellor's Task Force on Diversity and Inclusion

other community organizations.					
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