Comments on Strategic Focus Areas from CCOE Meeting Sept. 15th

2. Ensuring the diversity and inclusion of people and ideas

   a. Establish a diversity task force that will be responsible for developing and implementing a strategic plan for diversity and inclusion to be integrated with the strategic plan and implemented in 2017-18

| Policy                      | College diversity committee  
|                            | Develop diversity statement  
|                            | Plan, mission, support for diversity  
|                            | Follow though (who is responsible)  
|                            | Tension between on-line push & international students  
|                            | Post-secondary ed programs for people w/ intellectual disabilities  
|                            | Encourage experiences in diverse locations for faculty & students perhaps during fall and spring break  
|                            | Focus on diverse faculty  
|                            | University School accessibility & diversity, students from diverse neighborhoods walking to school since no transportation, obtain buses for specific areas, recruiting from diverse areas & take U School to diverse neighborhoods via satellite campuses  
|                            | Faculty learning about diverse students & resources & pedagogy needed & scholarships/connections with external partners for diverse students’ needs  
|                            | Damian Williams Inclusive framework  
|                            | Working w/school systems to increase their notion of diversity and create policy regarding diversity  
|                            | Programs/department to support faculty in having conversations about diversity  
|                            | Sister schools  

| Procedures                  | Face-to-face diversity training is more effective than the current on-line training (former faculty-ask Steve C.)  
|                            | Diverse students need training as well as faculty  
|                            | Mandatory faculty participation in Poverty Simulation  
|                            | Bringing diverse students to campus  
|                            | Priority hiring of diverse faculty  
|                            | Addressing stress students & faculty are experiencing  
|                            | Scholarships  

b. Focus on defining diversity and defining inclusion and expanding our view of diversity beyond race or nationality. Areas of focus:
   i. Students
   ii. Faculty/Staff
   iii. Student life
   iv. Community around ETSU

<table>
<thead>
<tr>
<th>Defining diversity</th>
<th>Gender diversity</th>
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<tr>
<td></td>
<td>Include SES &amp; 1st gen in def., advocate for this def. at state level</td>
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<td>Expand students ideas/notions of diversity</td>
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<td>Focus on culture around us</td>
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<td>Working w/school systems to increase their notion of diversity and create policy regarding diversity</td>
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<td>Focus groups &amp; research about diverse students' experiences</td>
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