

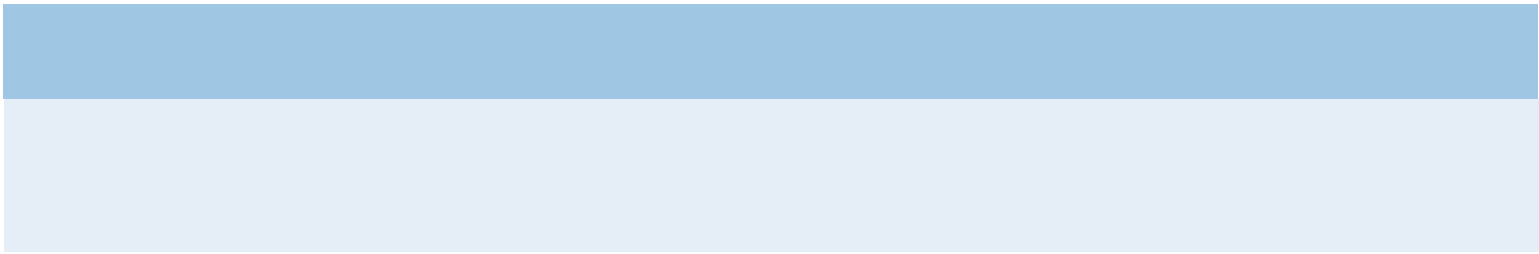
EQUITY ACTION PLAN

Reviewed by Board of Trustees, May 2019

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Uni · y

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E EC I E
MMA



FOCUS AREA - CAMP, CLIMATE AND INEQUALITY (CCI)

Goal: Reduce the number of people affected by climate change, including those in the most vulnerable communities.

CCIR Objective #1: Develop and implement a climate change adaptation plan for the most vulnerable communities.

CCIR Objective #2: Build the capacity of the most vulnerable communities to adapt to climate change.

CCIR Objective #3: Develop and implement a climate change adaptation plan for the most vulnerable communities.

FOCUS AREA - EDUCATION, CHOLERA, HIV AND EBOLA (EHC)

GOAL: Reduce the number of people affected by cholera, HIV and Ebola.

ESS Objective #1: Promote the use of clean water and sanitation facilities.

ESS Objective #2: Promote the use of clean water and sanitation facilities.

ESS Objective #3: Promote the use of clean water and sanitation facilities.

ESS Objective #4: Promote the use of clean water and sanitation facilities.

HE PLAN

FOCUS AREA - EMPLOYMENT ACCESS, GENDER AND EQUALITY (EA/E)

Goal: Reduce the unemployment rate among women, particularly among young women, and increase the number of women in the labor force. This is achieved by increasing the number of women in the labor force, particularly among young women, and increasing the number of women in the labor force, particularly among young women.

EA/E OBJECTIVE #1: ENHANCE PARTICIPATION OF WOMEN IN LEADING ROLES IN LOCAL COMMUNITIES, EDUCATION, EMPLOYMENT AND INCLUSION.

ACTION PLAN

EASE 1.1 Facilitate access to financial services for women, particularly in rural areas.

EASE 1.2 Increase the number of women in the labor force, particularly among young women.

EASE 1.3 Enhance the role of women in the labor force, particularly among young women, by providing training and skills development opportunities.

EASE 1.4 Support women's entrepreneurship and business development, particularly in rural areas.

EA/E OBJECTIVE #2: IMPROVE LEADERSHIP DEVELOPMENT AND PARTICIPATION PLANNING AND AMOUNT OF PPO PIPELINE DEVELOPMENT FOR MINORITY AND INDIVIDUALS.

ACTION PLAN

EASE 2.1 Conduct leadership training and development for women, particularly in rural areas.

EASE 2.2 Support women's leadership and participation in community planning and development.

EASE 2.3 Develop and implement a leadership development program for women, particularly in rural areas.

Promising Practices:

Es s s s.
Es s s s s z s s s
s s E I Q s ss ss s s
s s.
R s P E s s s A
(s s) D s l s

FOCUS: AEA-ED CATION, CHOLERA, HIP AND, E. COLI

Goal: R

ESS 1.1 P
ESS 1.2 B
ESS 1.3 E
ESS 1.4 D

ESS 1.1 P: OBJECTIVE #1: PROVIDE OPPORTUNITIES TO ENHANCE FACILITY MEMBERS' IN-CLASSROOM LEARNING GOALS IN PREPARATION, EVALUATION, AND DELIVERY OF PEDAGOGICAL PRACTICE.

ACTION: EP

ESS 1.1 P

ESS 1.2 B
ESS 1.3 E
ESS 1.4 D

ESS 1.2 B

ESS 1.3 E

ESS 1.4 D

ESS 2.1 I: OBJECTIVE #2: ANALYZE COMMUNITY CAMPUS, EMBED IN-CLASSROOM LEARNING GOALS IN PREPARATION, EVALUATION, AND DELIVERY OF PEDAGOGICAL PRACTICE.

ACTION: EP

ESS 2.1 I

ESS 2.2 Ass ss

ESS 2.3 I

ESS 2.4 D

ESS 2.5 D

ESS 3: INCORPORATING DESIGN INTO ALTERNATIVE HOUSING POLICY AND CO-CREATION, AFFORDED DEVELOPMENTAL INVESTMENT.

AC TION PLAN

ESS 3.1 P

Develop a plan to integrate design into the development process, including the selection of design professionals and the integration of design into the project schedule.

ESS 3.2 P

Establish a design review process that includes the participation of design professionals and the integration of design into the project schedule.

ESS 3.3 D

Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule.

ESS 3.4 Ass

Assess the current design review process and identify areas for improvement.

ESS 3.5 D

Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule.

ESS 4: ENHANCING THE AFFORDABILITY AND ADMINISTRATION OF HOUSING POLICY AND PRACTICE; HOUSING POLICY, PROGRAMS, ELIGIBILITY, HARDSHIP, DENIAL AND EMPLOYEE COMPLIANCE; AND PROGRAM BELONGING AND POLICY IDENTIFICATION.

AC TION PLAN

ESS 4.1 D

Develop a plan to enhance the affordability and administration of housing policy and practice, including the selection of design professionals and the integration of design into the project schedule.

ESS 4.2 P

Establish a design review process that includes the participation of design professionals and the integration of design into the project schedule.

ESS 4.3 D

Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule.

ESS 4.4 D

Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule.

Promising Practices:

Conduct design reviews with design professionals and the integration of design into the project schedule. Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule. Establish a design review process that includes the participation of design professionals and the integration of design into the project schedule. Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule. Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule. Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule. Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule. Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule. Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule. Develop a design review process that includes the participation of design professionals and the integration of design into the project schedule.

IL 3.2 T P s , V P s E E V P s , V P s E
M s s s ss, s s s s

IL 3.3 T B T s s P s 's C s s s
s s ss s ss s s

IL 3.4 Es s l s E s , B C , s
ss s s ss ss s s s s s s

IL OBJECTIVE #4: ESTABLISH A LEADER IN DIVERSITY, EQUITY AND INCLUSION EFFORTS IN THE AREA AND REGION.

ACTION PLAN

IL 4.1 Es s s s s z s ss s.

IL 4.2 R s s s s s s

IL 4.3 Es s C s D s l s s s ss s
s s s s s s s D s l s s P ,
s s L s s s

IL 4.4 E s s, s s s

IL 4.5 E z s s z s
B V S

Promising Practices:

D D s s
J 2018 S E A ss
D l s s
L s
P s E s Y s ss
Es s B T s s D s , E l s C

Student, Access, Success and Equity

D s s s s ↗
D s s / s ,
G s ss ↗ s s

Employee Access, Success and Equity

D s
D s
D s

T a a a a a a
a a a a a a

A FRAMEWORK FOR ENGAGING DIVERSITY AND INCLUSION (MILH, 1988)

Library, Public Safety, ...

1. Access and Success

R R D s S B
R R D s

2. Campus Climate and Intergroup Relations

D S I s s D s
C C s C

3. Education and Scholarship

D C T F s s S s C C s
D C T F s s C C s

4. Institutional Infrastructure (Institutional Viability and Vitality)

D s L s M
C O z C S O D s G s

INCLUSIVE EXCELLENCE MODEL (WILLIAMS, BEGHE & MCCLENDON, 2005)

D... ab... A... A... C...
 a U... (AACU) a... b... a...
 U... W... , Fa... a Sa U...

Access and Equity

T... S... S... S... SS... S... S...
 S... S... S... , S... S... S...

Diversity in the formal and informal curriculum

D... S... S... S... S... S... S... SS...
 S... S... S... S... S... S... S...

Campus Climate

T... S... S... S... S...
 S... S... S... S...

Student Learning and Development

T... S... S... S... S... S...
 S... S... S... S...

DEI PLANNING FRAMEWORK

1. Access, Success and Equity

R R D s S B
R R D s
E s s s s.

2. Campus Climate and Intergroup Relations

D S I s s D s
C C s C / s
F s s s s SS s

3. Education, Scholarship and Service

D C T F s s S s C
C s -
D C T F s s I C C s
- s, SS
E s s s s
SS s
F s [s]

4. Infrastructure

D s s L s M
B s s s
s
C O z C S O D s G s
C s s s s
s s s s
B s s s SS s s
s , s
s s s

AKFO CE

S... A..., S... a... E...

AKFO CE (CON IN ED)

I a s a L a

Sue Bosco (Co Chair) Professor, School of Business

Lorraine Lalli (Co chair) Assistant Dean of Students, School of Law

J B s S

B C , P ss , C

J D s , Ass s V P s I s R s

B G s , D , S S N S s

R H , Ass s V P s E M R , s C

A K s , Ass s P ss , S B s ss

M L , V P s A T s M

C s P , Ass s V P s - I s A

L s R , V P s I s A ()

J S ss , C -G C s

S , D , S A , A H s P s

B s , I C S S

N T , C