



ACOD 2020 Diversity Strategic Plan Narrative

The Advisory Council on Diversity (ACOD) is an official campus committee designated by the university president and chaired by the vice president for diversity & inclusion. Tantamount to the organizational structure and culture is inclusion. ACOD reflects every campus constituency. The President's Cabinet, council of deans, human resources, faculty chairs, and campus/school/division diversity committee chairs are permanent members and regularly engage during quarterly meetings. The primary purpose of ACOD is to create and manage a University Diversity Strategic Plan (DSP).

ACOD meets at least quarterly. The September meeting is a two-day planning retreat; members gather at a central location to participate. The University provides support for all costs related to the annual retreat.

The 2014 DSP was completed at the onset of the June 2020 plan. Releasing the new plan was not considered before the completion and release of the University Strategic Plan (USP) in 2021. Elements of the DSP were included in the USP. The 2014 DSP carried forward two strategic priorities to the 2020 DSP. The strategic initiatives are:

1. To promote a welcoming, inclusive, and accessible university community that values and encourages diversity.
2. Promote cultural proficiency throughout the university community.

The previous DSP included six goals under the first initiative and five goals under the second initiative. Baseline data were captured over the next year and cemented with a DSP template update that crystalized the plan's effectiveness. In June 2017, ATSU completed its first Higher Education Excellence in Diversity (HEED) award application. The 28-page application included metrics similar to those identified through the diversity strategic plan development process. Success of the 2014 DSP culminated in the achievement of the first HEED award. ATSU is the first health professions university to earn the HEED award and continues to reach this level of significance each year.

The 2020 DSP is shorter than its predecessor by length and duration. The new template allows for more efficient data tracking. The HEED award application provides an effective data collection instrument for many primary success measures. ACOD periodically reviews the data collected for each objective and recommends current status and follow-up edits.

The 2020 DSP encompasses the following goals under strategic initiative #1:

1. Enhance ATSU's virtual and print publications to demonstrate ATSU's commitment to diversity.
2. Assess ATSU visibility among diversity populations.
3. Increase diversity of student population to be more reflective of communities served.



4. Perform ADA audit on ATSU campuses (external auditor).
5. Promote awareness of campus programs and services for at-risk populations.

The 2020 DSP encompasses the following goals under strategic initiative #2:

1. Identify & provide ACOD, school-specific, program-specific, and department-level diversity strategic initiatives (plans).
2. Foster synergy throughout the ATSU community using common language and practices regarding diversity.
3. Track search committee evolution and student recruitment processes to ensure non-biased hiring/selections.

The 2020 DSP includes a reference document detailed below:

Diversity Statement - ATSU believes excellence requires understanding, affirming and valuing human differences

Mission Statement - The Advisory Council On Diversity (ACOD) will work to cultivate a culturally proficient community, which embraces all forms of difference and perpetuates the University's mission to enrich learning experiences of students, faculty, and staff in support of serving the underserved.

ATSU Diversity Definition – ATSU believes diversity is an authentic understanding and appreciation of differences and, at its core, is based upon the value each human being brings to our society and each person's access and opportunities to contribute to our University's cultural Proficiency.

Historically Underrepresented Groups (HUGs) – ATSU defines this demographic as those historically underrepresented in medicine. More specifically, American Indian/Alaska Native, Black/African American, Hispanic, and Native Hawaiian/Other Pacific Islander

Educationally & Economically Disadvantaged - A student who comes from an environment that has inhibited the individual from obtaining the knowledge, skill and abilities required to enroll in and graduate from a health professions or nursing school.

S. M. A. R. T. GOALS – Simple, Measurable, Attainable, Realistic, and Timely

From where data was retrieved – What source was used to pull the data (e.g., website, Institutional Resources, Data Analytics Reports, and etc.)

From where did the school/department begin – What was the quantifiable data before current collection point (e.g., previous year data)



What are the school/department recommendations – Based on the stated goal, objective, and metric, does the school/department recommend the metric is met/not met and/or adjustments to the objective or measure to more accurately assess.

Priority Rating/Implementation Deadline - Who (individual) is accountable for retrieving and passing the data along to ACOD

Follow Up/Outcomes – What has been accomplished since the last reporting period. Should be comprehensive and specific to each metric