

Department of Diversity & Inclusion (DDI) Retention Plan for Underrepresented Students 2020-2021

Goal 1: Continue in development of an effective Diversity and Inclusion outreach program.

Description 1.0: Implement initiatives to create more visibility for DDI across campus and develop stronger relationships with the underrepresented students being served.

Objectives:

	Task	Unit Responsible	2020-2021 Goal Achievement
1.1	Employ a GA for Retention.	Department of Diversity and Inclusion (DDI) Graduate Assistant	GA for Retention employed to help increase retention and persistence of underrepresented students.
1.2	Execute virtual DDI Outreach Days.	DDI staff	Multiple types of virtual outreach implemented due to COVID (Tech Teas ONLINE, periodic email blasts, and social media campaigns) to increase DDI's visibility and provide safe spaces for underrepresented students to share their experiences.
1.3	Conduct special roundtables for the Diversity Living Learning Community (LLC) for 2020-2021.	DDI staff Department of Residential Life	Specific programs implemented to include students from the newly created Diversity Living Learning Community (LLC)
1.4	Establish a partnership with the Academic Advising Center.	DDI staff Academic Advising Center	Underrepresented students know their individual advisors' names as well as their contact information.

Goal 2: Build a stronger support system for underrepresented faculty/staff.

Description 2.0: Because the research shows a direct relation between retention of marginalized students to the retention of marginalized faculty/staff, the task of enhancing our support for underrepresented higher education professionals is imperative.

Objectives:

	Task	Unit Responsible	2020-2021 Goal Achievement
2.1	Create programs that are exclusive to underrepresented faculty/staff.	DDI Staff	Faculty/Staff Symposium created for underrepresented higher education professionals at ATU.
2.2	Create opportunities for underrepresented faculty/staff to interact with students in the Diversity LLC	DDI staff Residence Life	Programs created specifically for the engagement of our Diversity LLC and underrepresented faculty/staff
2.3	Continue to implement minority mixer events for underrepresented students, faculty, and staff	DDI staff	Minority mixer held at the beginning of each school year in an attempt to foster a safe space and to build possible mentorships between faculty/staff and students.

Goal 3: Validate the role of RSOs in retention.

Description 3.0: Support cultural RSOs in taking a more active approach in member recruitment and engagement initiatives.

Objectives:

	Task	Unit Responsible	2020-2021 Goal Achievement
3.1	Facilitate an RSO retreat.	DDI staff	RSO retreat held to train members on how to recruit, retain, create community, and establish a sense of belonging for potential members.
3.2	Build RSO-to-student connections through Diversity Advisory Board	DDI staff Cultural RSOs	Host periodic check-in meetings with representatives of each cultural RSO to ensure they are connecting to and supporting other students who may have interests in their respective RSOs.
3.3	Host a Multicultural Greek Roundtable	DDI staff Office of Fraternity and Sorority Life	Roundtable held to support the three multicultural (NPHC) organizations on ATU's campus.

Goal 4: Implement high-impact practices that help retain underrepresented students.

Description 4.0: Increase underrepresented students’ as well as faculty and staff’s involvement in evidence-based retention activities and programs.

Objectives:

	Task	Unit Responsible	2020-2021 Goal Achievement
4.1	Encourage underserved students to participate in the study abroad program.	DDI staff Department of International Student Services Office of Study Abroad	Informational session held to increase the interest of underserved students.
4.2	Add a mandated inclusion awareness training to the new employee onboarding process so incoming higher education professionals can be prepared to better support our underrepresented students.	DDI staff Department of Human Resources	Mandated inclusion awareness training added to the new employee onboarding process.
4.3	Encourage underserved students’ involvement in career service programs.	DDI staff Department of Career Services	Increase underrepresented students attending or participating in programs hosted by the Department of Career Services. These programs include, but are not limited to, Intern for a Day, Mock Interview Days, Grad Student for a Day, and Minorities in the Professional World Capstone Project.

4.4	Increase underserved students' interest in service learning opportunities.	DDI staff Office of Civic Engagement	Informational sessions held to provide various dates and times of civic engagement events to underrepresented students.
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