

Department of Diversity & Inclusion (DDI) Retention Plan for Underrepresented Students 2019-2020

Goal 1: Develop 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	2019-2020 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 DDI Outreach Days.	DDI staff	Multiple types of outreach implemented (tablings, Diversity and Dessert Series, Diversity Ambassadors, etc.) to increase DDI's visibility and provide safe spaces for underrepresented students to share their experiences.
1.3	Explore feasibility of implementing a Diversity Living Learning Community (LLC) for 2020-2021.	DDI staff Department of Residential Life	Materials submitted to launch the LLC in 2020-2021 and applications submitted by interested underrepresented students.
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 connections through the Early Arrival Program (EAP).

Description 2.0: Have a more engaging role in the EAP in partnership with the Office of Student Success and currently its only existing affinity group, Black Faculty and Staff Organization (BFSO). This is not a change in the EAP programming but more interactions with DDI staff, EAP alumni, and BFSO members throughout the academic year once EAP is complete.

Objectives:

	Task	Unit Responsible	2019-2020 Goal Achievement
2.1	Recruit EAP alumni to serve as tour guides and peer leaders.	DDI Assistant Dean Office of Student Success	EAP alumni served as tour guides and peer leaders during the Fall 2019 EAP.
2.2	Introduce members of registered student organizations (RSOs) and Diversity Ambassadors (DAs) to EAP cohort.	DDI staff BFSO	New incoming EAP freshmen introduced to several RSOs and DAs and have basic knowledge about their roles on campus.
2.3	Facilitate an EAP Engagement Day.	DDI staff	Engagement Day held for EAP students showcasing RSOs they may be interested in joining.
2.4	Host periodic cohort check-ins.	DDI staff	Periodic cohort check-ins held twice each semester to obtain feedback from new EAP students about their college transition and experience.
2.5	Host an EAP end-of-year celebration.	DDI staff, Office of Student Success BFSO	End-of-year celebration held in which members of the freshmen cohort become “EAP Alumni” and explore becoming DAs for the next academic year and peer leaders for the next year’s EAP cohort.

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	2019-2020 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.	DDI staff Cultural RSOs	Incoming freshmen who did not participate in EAP acquired basic knowledge of multiple RSOs on campus and are familiar with their roles on campus.
3.3	Encourage more interactions between EAP students and RSOs.	DDI staff Office of Student Success	Each EAP student has attended at least 1 RSO general meeting and joined at least 1 RSO within the academic year.

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

Description 4.0: Increase underrepresented students’ involvement in evidence-based retention activities and programs.

Objectives:

	Task	Unit Responsible	2019-2020 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	Create the educational basis of the Diversity LLC.	DDI staff Department of Residential Life Faculty	Devise and submit an official purpose, curriculum, and learning outcomes regarding the proposed Diversity LLC to be implemented in 2020-2021.
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.