Proposed definition of Diversity for SUNY Cobleskill (requires further review and adoption by the campus community).
For SUNY Cobleskill, diversity, equity, and inclusion extend beyond the legal classifications and federal regulations associated with preventing discrimination. For our campus, the embodiment of diversity, equity, and inclusion are best revealed in our campus climate. We aspire to be a campus community truly welcoming to all, and our values, beliefs, and practices need to support that commitment. We strive to provide an educational and employment environment that treats every individual fairly and embraces strength through differences, a broader worldview, richer conversations, and deeper learning.

Proposed Vision Statement for SUNY Cobleskill (requires further review and adoption by the campus community).
The college community values diversity of thought, expression, and experience and is committed to providing an employment and educational environment that promotes excellence through equity and inclusion. We strive to:

1. Increase structural diversity (Access & Equity)
2. Foster a campus climate that is welcoming, respectful, inclusive, and supportive to all individuals. (Campus Climate)
3. Broaden viewpoints and encourage empathy and respect among the wider campus community. (Diversity in the Formal and Informal Curriculum)
4. Understand how diversity and inclusion strategies and practices impact cognitive growth, psychosocial development, behavior, and learning. (Learning & Development)

Proposed Action Plan for SUNY Cobleskill

1. Create a campus-wide definition of diversity, equity, and inclusion and a vision statement that includes our value statements.
   a. President Terenzio and the Cabinet will provide a draft vision statement that will be vetted by the Committee for Diversity, Equity, and Inclusion (CDEI).
   b. CDEI provide a statement that will be shared with the community at the Opening Convocation meeting in January 2017.
   c. The statement will further be vetted by
      i. Student Government
      ii. Faculty Governance
      iii. Deans, directors and chairs
2. CDEI will review the campus climate survey results and design a communication strategy to share the information with the community at large and address opportunities through the Action Theory framework.
   a. The expectation is to integrate this work into the new strategic plan that is under development. The President has already discussed this process with the co-chairs of the strategic planning task force.

3. The President will request that CDEI, based on the vision statement, propose an Action Theory framework upon which the community will build the diversity plan including defining the role of the chief diversity officer (CDO). The President and the Cabinet will have final authority in endorsing the framework.
   a. The Action Theory plan should
      i. Align with value and mission statements
      ii. Include desired goals and outcomes
      iii. Become a part of the Strategic Plan
      iv. Contain an assessment plan
   b. The Action Theory will be largely based on the AAC&U Inclusive Excellence Model. CDEI will create an ongoing survey process that builds on the current campus climate survey and incorporates elements of the Action Theory framework. This will provide ongoing and consistent benchmarking information for the CDO and the campus as a whole.

4. CDEI, the Provost, CDO, and Faculty Governance will collaborate to more widely incorporate diversity across the curriculum.

5. CDEI, Director of Human Resources and Affirmative Action, CDO, and the presidents of the collective bargaining units will form a task force to cultivate civility in the workplace (employee focus).

6. CDEI, CDO, VP of Student Affairs, and Student Governance will create a task force to cultivate mutual respect, empathy, and inclusive behavior on campus (student focus).

7. The President, along with the Vice President for Student Affairs, will continue to work on a plan to integrate Greek Life into the campus culture and the diversity initiatives.

8. The January Convocation will be focused on launching the diversity initiative in preparation for hiring the new Chief Diversity Officer. The role of the CDO should comply with the basic standards of professional practice in the field and at SUNY. This would include, but not be limited to
   i. Conceptualize the definition and mission of institutional diversity plan
   ii. Articulate in verbal and written form, the importance of all factors of diversity, not just structural (equity)
   iii. Identify the context and culture of the institution and the impact on implementation and management of a diversity plan.
iv. Provide evidence regarding the educational benefits of an effective diversity plan
v. Assist faculty in advancing a curriculum that reflects the values and definition of diversity
vi. Provide guidance to the community regarding programming efforts that enhance the diversity mission
vii. Create an evaluation rubric that benchmarks accountability of the institution’s diversity efforts
viii. Apply campus climate research in the development of a diversity plan
ix. Recognize the barriers community members face in promoting diversity (eg. Faculty and promotion and tenure, staff in professional development opportunities, etc.)

x. Collaborate with HR regarding access and equity, and remain current on laws, regulations and policies.

The campus community will endorse a plan for the CDO by April, 2017 with the goal of having the CDO in place by (date).