Diversity Strategic Plan
2016 - 2021

(Submitted: October 2016)
MESSAGE FROM THE PRESIDENT

It is with great pride that I share the good news that the College at Old Westbury is launching a critically important initiative with the advent of our inaugural Diversity Strategic Plan.

Our 2016-2021 Diversity Strategic Plan identifies goals and priorities that will play a crucial role in shaping not only the future of our College, but the futures of our students and generations of students to follow. The elements of this plan will help the College achieve its educational and social objectives, and strengthen our already recognized place as one of America’s most diversified institutions of higher learning.

The 2016-2021 Diversity Strategic Plan guides us toward becoming an improved College at Old Westbury by weaving diversity and inclusion throughout every facet of the institution. Because we are all responsible for ensuring our students receive the best educational experience possible, each of us must be committed to achieving the four goals detailed in this plan.

As a leader in diversity, the College at Old Westbury has a solid foundation on which to build. We do, however, need to remain vigilant and relentless in our ongoing efforts to serve as a beacon of hope in our ever evolving society and global community. The diversity goals presented in this plan reflect what we must continue to strive toward in unity if we are to achieve even greater inclusion of diversity in all aspects of life at the College at Old Westbury and beyond.

It is my hope and expectation that as you read this Diversity Strategic Plan, you will make note of the elements that are central to your role and your interests, and that you will be an active participant in its implementation. It is with the utmost confidence that I say loudly and boldly that the College at Old Westbury’s faculty, staff, students and alumni have the talent, the drive and the will to make this endeavor a successful one.

I thank Dr. Wayne Edwards, Vice President for Student Affairs, for enthusiastically embracing the challenge of serving as the College’s first Chief Diversity Officer, and I am eternally grateful to the many faculty, students and staff who, by freely giving their time and energy to serve on our newly formed Diversity & Inclusion Council, have reviewed and offered input into this important document.

I look forward to sharing in this crucial work with each and every member of the College at Old Westbury community.

Sincerely,

Calvin O. Butts, III
President, SUNY Old Westbury
SUNY OLD WESTBURY’S DIVERSITY STRATEGIC PLAN

2016 - 2021

College Mission Statement

SUNY College at Old Westbury is a dynamic and diverse public liberal arts college that fosters academic excellence through close interaction among students, faculty and staff. Old Westbury weaves the values of integrity, community engagement, and global citizenship into the fabric of its academic programs and campus life. In an environment that cultivates critical thinking, empathy, creativity and intercultural understanding, we endeavor to stimulate a passion for learning and a commitment to building a more just and sustainable world. The College is a community of students, teachers, staff, and alumni bound together in mutual support, respect, and dedication to the Mission.

Diversity Statement

SUNY College at Old Westbury promotes access and success for the diverse population it serves. The College strives to provide learning opportunities and resources related to personal growth and success for all in its community. We are committed to diversity in our policies, programs and relationships, as well as in our efforts to build, maintain and promote a culture that embraces diversity, equity & inclusion. In keeping with the College’s mission to weave the values of integrity, community engagement, and global citizenship into the fabric of its academic programs and campus life, it is imperative that SUNY College at Old Westbury remains inclusive and accepting of diverse points of view, lifestyles and personal choices that make all members of our community uniquely important individuals.
GOAL #1: CREATE A CAMPUS ENVIRONMENT THAT FULLY WELCOMES AND SUPPORTS SOCIAL DIVERSITY.

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| Establish a college-wide Diversity & Inclusion Council to maintain focus on college-wide diversity & inclusion initiatives | • Define mission and expectations of Diversity & Inclusion Council.  
• Establish criteria for selecting members  
• Appoint members to Diversity and Inclusion Council | • Fall 2016 | • Monitor level of representation and participation of faculty, staff, students and alumni on the Diversity & Inclusion Council. |
## GOAL #2: CREATE AND MAINTAIN A CLIMATE OF RESPECT AND INCLUSION.

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| Train faculty and staff to supervise and support the College’s diverse student population and workforce as it relates to diversity & inclusion. | • Implement a comprehensive and mandatory supervisory training program for all employees with direct reports.  
• Training will review SUNY Old Westbury policies, procedures and expectations relative to diversity & inclusion, as well as promote multicultural competency among faculty and staff. | • Fall 2018 | • Monitor level of participation by faculty and staff in training opportunities.                       |
| Develop cultural diversity awareness among all SUNY Old Westbury faculty, staff and students. | • Implement multicultural competency training for faculty, staff and students.  
• Include an overview of diversity & inclusion initiatives during new faculty and staff orientations.  
• Include an overview of diversity & inclusion initiatives during new student and transfer student orientations. | • Fall 2018 | • Monitor level of participation by faculty and staff in training opportunities.                       |
GOAL #2: Continued…

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| Ongoing nurturing of multicultural competency and respect among SUNY Old Westbury students, faculty and staff. | • Provide opportunities for small group activities and/or discussions by pairing interest groups, departments, mixed groups, etc.  
• Encourage student, faculty and staff participation in multicultural events. | • Fall 2019 | • Monitor level of faculty, staff and student participation. |
| Provide faculty, staff and students with information regarding the College’s diversity, equity & inclusion policies and initiatives. | • Provide easy, online access to policies (affirmative action, anti-harassment, hiring practices, etc.), data and other resources relevant to the College’s diversity and inclusion initiatives, policies and requirements. | • Fall 2017 | • Successful implementation of online access to policies. |
| Increase accountability by including diversity & inclusion objectives on all performance programs and evaluations. | • Modify performance programs and evaluation to include evidence of cultural competence.  
• Track number of faculty and staff successfully meeting or exceeding diversity & inclusion objective.  
• Develop action plans for employees not fulfilling diversity & inclusion objective. | • Fall 2020 | • Monitor ability to track faculty and staff meeting/exceeding diversity & inclusion objectives. |
GOAL #3: ENSURE THAT FACULTY AND STAFF HIRING AND RETENTION PROCESSES SUPPORT DIVERSITY & INCLUSION.

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| Require mandatory training for search committee chairs and members.      | • Provide training for faculty and staff on knowledge and skills needed to serve on search committees.  
• Provide training to prepare search committee chairs to successfully lead search committees.  
• Maintain master list of faculty and staff trained for search committees. | • Fall 2018     | • Successful implementation of training initiative.  |
<p>| Increase the recruitment, hiring and retention of underrepresented groups.| • Identify and use recruiting/advertising sources not currently being accessed by SUNY College at Old Westbury that target diverse populations. | • Fall 2017     | • Monitor hiring and retention of faculty and staff, with focused attention on underrepresented groups. |
| Evaluate and improve, as needed, exit interview procedures to gain insight into why faculty and staff | • To be determined with input from Human Resources and Assistant Vice President for Assessment &amp; Institutional Research (AVPAIR) when hired. | • TBD with input from HR and AVPAIR when hired. | • TBD with input from HR and AVPAIR when hired. |</p>
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| Coordinate and support current student-focused diversity initiatives and student groups. | • Create a list of diversity related clubs and organizations and faculty/staff advisors.  
• Create a budget allocation for diversity initiatives. | • Fall 2020 | • Monitor participation of students and advisors.  
• Monitor percentage increase in allocated resources. |
| Create an annual student cultural diversity program plan. | • Form a planning committee to develop annual academic year calendar of programs, and to review and assess existing Gen Ed outcomes to diversity and global education. | • Fall 2021 | • Monitor implementation of programs.  
• Monitor student participation in programs. |