Creating Buy-in For Georgia State University’s Diversity Strategic Plan

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Objectives of this Session:

- Recap the development of GSU’s Diversity Strategic Plan
- GSU’s Strategic development of an Implementation Plan
- GSU’s approach to creating buy-in in order to Sustain its Diversity Strategic Plan
What We Set out to Achieve through Diversity Strategic Planning

- Leverage GSU’s Mission/Vision by identifying its diversity edge
- Develop a blueprint for action
- Assess GSU’s readiness for a DSP
- Identify key topics for inclusion in GSU’s Strategic Plan (White Paper)
Implementing GSU’s DSP

• Structure – DSP Council
• University Community Buy-in
• Organizational Climate – Leadership and Stakeholders
Diversity Council Structure

Diversity Council

Working Committee

Advisory Committee
Diversity Council Committees

- **Working Committee** – identifies opportunities and implements strategies. Creates opportunities to keep the campus and local communities engaged.

- **Advisory Committee** – provides feedback and suggestions to the Executive and Steering Committees based on unique industry/affinity group perspectives of development, business, research, etc.
Creating Buy-in

- Key Leadership
- Senate Executive Committee
- Students, Faculty and Staff – Town Hall Meetings
- Recognition
- Training/Retreat Presentations
- Holding Entities Accountable
Organizational Climate: Do We Have the Resources to Implement

• Leadership
• Faculty, Students and Staff
• External Stakeholders
• Finances
Sustaining the Plan Through:

- Perpetual Buy-in
- Key Roles and Resources
- Best Practices
- College/Division DSP
- Infusion of Responsibility
Key Roles

- CDO
- Associate Provost for Faculty Affairs
- VP for Student Affairs
- Sr. Faculty Fellow for Disability Services
- Associate Provost for University Strategic Plan
Strategy, Implementation and Sustainability – Best Practices

• **Beyond the Diversity Crisis Model:** Decentralized Diversity Planning and Implementation by Damon A. Williams

• **Diversity Councils:** A Blueprint for Success from RTC, by M. Elizabeth Holmes, Ed.D
Institution – Wide Diversity Plans

• College/Division Diversity Councils
• Student Organization Diversity Plans
• ERG’s
• College/Division Diversity Activities
Framework for GSU’s Diversity Plan

Outcome
Vision
Alignment
Focus
Foundation

GSU Mission
Accomplished

Leveraging diversity to deliver clearly defined goals in support of GSU’s Mission

Intended Outcomes
Strategic Plan
Metrics

Workforce
• Faculty
• Staff

Workplace
• Climate
• Policies
• Governance

Students
• Learning
• Services
• Experiences

Global Community
• Research
• Outreach
• Economy

Communications

Education and Learning: Competencies

GSU Values / GSU Culture
QUESTIONS