

Governors State University
Student Affairs and Enrollment Management: Reaching Vision 2020

Focus Area: Diversity Education and Leadership Development

Leader(s): Robert Clay – Director, Intercultural Student Affairs

Implementation Year: 2016-2017

GOAL 1: Increase campus-wide intercultural learning by developing, implementing and assessing a purposeful programming agenda that empowers and educates campus community on diversity, social justice & inclusion and provide support services for underserved student populations.

Objective 1:	Implement diversity/social justice peer educators to heighten cultural awareness of students through integrated learning experiences
Action Items	<ul style="list-style-type: none"> • Garner funds for programming budget • Develop program framework and implementation plan • Select, train and recruit program manager • Enhance digital footprint
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of participants attending programs • Number of programs hosted to reflect social justice tenets • Number of collaborative efforts with faculty/staff • Number of student organization sponsored events
Responsible Person and/or Unit (Data collection, analysis reporting)	Robert Clay, Director, Intercultural Student Affairs
Milestones (Identify Timelines)	<ul style="list-style-type: none"> • Host recruitment initiatives to garner student interest • Host diversity/social justice retreat • Select and train peer educators • Conduct diversity/social workshops • Recruit, train and select members for FY17 • Conduct assessment and planning for FY17
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Participants will demonstrate new facilitation skills during presentations and workshops offered throughout the academic year • Participants will demonstrate openness to other cultural expressions and values expressed during workshops • Participants will articulate their individual impact on social justice education, and their role in supporting diversity awareness at Governors State University and beyond
Achieved Outcomes and Results	Conducted training for 8 students in August 2016 as part of Be the Change.
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY17 Objectives.)	The outcomes were met. This objective speaks to the development and training of students for the program to rollout in FY17. However these students participated in the Respond to Violence program. Due to budget limitations we were not able to hire a program manager. This will be a continuous objective to be reflected upon in FY18.

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Objective 2:	Expand Unlearn, Relearn, Learn programming series to infuse Talking Circles on matters of diversity, equity and social justice
Action Items	<ul style="list-style-type: none"> • Garner funds for programming budget • Reframe program framework and implementation plan • Enhance digital footprint
Indicators and Data Needed (Measures that will appraise progress towards the strategic objective)	<ul style="list-style-type: none"> • Number of program participants • Number of faculty/staff engagement • Current trends on social justice matters • Feedback from program participants
Responsible Person and/or Unit (Data collection, analysis reporting)	Robert Clay, Director, Intercultural Student Affairs
Milestones (Identify Timelines)	<ul style="list-style-type: none"> • Solicit program topics from students and community members • Partner with campus constituents for program design • Host two programs per semester
Desired Outcomes and Achievements (Identify results expected)	<ul style="list-style-type: none"> • Participants will be able to identify current cultural issues that impact GSU community and beyond. • Participants will be able to articulate the benefits of living in a multicultural world. • Participants will be able to demonstrate methods of discussing controversial issues.
Achieved Outcomes and Results	Objective was met
Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY18 Objectives.)	Introduced a cadre of URL Talking Circles around various topics such as Black Male Student Success, Intersectionality of LGBTQIA community, Women in Leadership and The Importance of Interfaith Engagement.