Focus Area: Diversity Education and Leadership Development

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

Implementation Year: 2015 – 2016

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.

<table>
<thead>
<tr>
<th>Objective 1:</th>
<th>Implement diversity/social justice peer educators to heighten cultural awareness of students through integrated learning experiences</th>
</tr>
</thead>
</table>
| **Action Items** | • 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)  
• Number of workshops facilitated  
• Number of workshop/program participants  
• Number of peer educators |
| **Responsible Person and/or Unit (Data collection, analysis reporting)** | Robert Clay, Director - Intercultural Student Affairs |
| **Milestones (Identify Timelines)** | 2015 - 2016  
• 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)** | • 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 |
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.

<table>
<thead>
<tr>
<th>Objective 2:</th>
<th>Develop Unlearn, Relearn, Learn programming series to provide educational opportunities on matters of diversity, equity and social justice</th>
</tr>
</thead>
</table>
| **Action Items** | • Garner funds for programming budget  
• Develop program framework and implementation plan  
• Enhance digital footprint |
| **Indicators and Data Needed** | • Number of programs hosted  
• Number of program participants  
• Number of peer educators |
| **Responsible Person and/or Unit** | Robert Clay, Director - Intercultural Student Affairs |
| **Milestones** | **2015 - 2016**  
• Solicit program topics from students and community members  
• Partner with campus constituents for program design  
• Host two programs per semester |
| **Desired Outcomes and Achievements** | • 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. |
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: 2015 – 2016

GOAL 2: Advocate, garner and oversee funding for necessary resources and support, such as TriO Programs, that will increase retention rates of undeserved student populations.

<table>
<thead>
<tr>
<th>Objective 1: Collaborate with New Student Programs to explore and implement strategies to enhance the transition and acclimation of first generation students through First Matters efforts</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Action Items</strong></td>
</tr>
<tr>
<td>• Assess current campus programs and services</td>
</tr>
<tr>
<td>• Develop digital footprint</td>
</tr>
<tr>
<td>• Gather information on faculty/staff with similar experiences</td>
</tr>
<tr>
<td>• Infuse efforts into Mastering College</td>
</tr>
<tr>
<td><strong>Indicators and Data Needed</strong> (Measures that will appraise progress towards the strategic objective)</td>
</tr>
<tr>
<td>• Number of first generation college students enrolled generally</td>
</tr>
<tr>
<td>• Number of first generation students enrolled in Mastering College</td>
</tr>
<tr>
<td>• Number of first generation students retained from semester to semester</td>
</tr>
<tr>
<td>• Number of high impact programs offered</td>
</tr>
<tr>
<td>• Number of students who attend programs</td>
</tr>
<tr>
<td><strong>Responsible Person and/or Unit</strong> (Data collection, analysis reporting)</td>
</tr>
<tr>
<td>Robert Clay</td>
</tr>
<tr>
<td><strong>Milestones</strong> (Identify Timelines)</td>
</tr>
<tr>
<td>2015 - 2016</td>
</tr>
<tr>
<td>• Create First Matters marketing campaign to garner program participants</td>
</tr>
<tr>
<td>• Develop programming series geared towards first generation students</td>
</tr>
<tr>
<td>• Assess benefit of Mastering College class for first generation students</td>
</tr>
<tr>
<td>• Establish council on first generation students comprised of diverse campus constituents</td>
</tr>
<tr>
<td>• Re-envision Mastering College</td>
</tr>
<tr>
<td><strong>Desired Outcomes and Achievements</strong> (Identify results expected)</td>
</tr>
<tr>
<td>• Connect first-generation students with faculty, staff and peers to affirm their first-generation identity and to enhance a sense of belonging.</td>
</tr>
<tr>
<td>• Identify hidden stress and barriers for first-generation students and raise awareness to help overcome these barriers.</td>
</tr>
<tr>
<td>• Provide training programs for academic advisors and student services personnel to enrich the experiences of first generation students</td>
</tr>
<tr>
<td>• Recognize campus resources to enhance first generation student engagement and retention</td>
</tr>
</tbody>
</table>
**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:** 2015 – 2016

**GOAL 3:** Establish and promote the Male Success Initiative as the premiere pathway to increase the enrollment, retention and graduation of first year and transfer men of color.

<table>
<thead>
<tr>
<th>Objective 1:</th>
<th>Partner with area high schools and community colleges to implement pipeline efforts that will increase college readiness and enrollment of men of color.</th>
</tr>
</thead>
</table>
| **Action Items** | • Establish community college partner(s)  
• Foster high school partnership  
• Develop work plan |
| **Indicators and Data Needed** | (Measures that will appraise progress towards the strategic objective)  
• Area high schools and key personnel  
• Community college partners key personnel  
• Number of students enrolled in Male Success Initiative  
• Number of students apply to GSU |
| **Responsible Person and/or Unit** | (Data collection, analysis reporting)  
• Robert Clay  
• Roshaunda Ross  
• Kristy Goodwin  
• Yakeea Daniels |
| **Milestones** | (Identify Timelines)  
2015 - 2016  
• Develop relationship with area high school  
• Establish programming endeavors with area high school  
• Host joint program with high schools and community college partner(s)  
• Implement programming model for high schools to recruit students  
• Create student ambassadors from Male Success Initiative to aid in recruitment efforts |
| **Desired Outcomes and Achievements** | (Identify results expected)  
• Students will be able to analyze challenges that exist along the path to college  
• Students will develop an increased awareness of college opportunities  
• Students will garner access to college  
• Students will increase participation in curricular activities on their respective campuses |
**GOAL 3:** Establish and promote the Male Success Initiative as the premiere pathway to increase the enrollment, retention and graduation of first year and transfer men of color.

<table>
<thead>
<tr>
<th>Objective 2:</th>
<th>Develop Manhood Mondays as central programmatic thrust for the Male Success Initiative to reflect program tenets.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Action Items</strong></td>
<td></td>
</tr>
</tbody>
</table>
- Define appropriate time host programs  
- Solidify program topics and speakers  
- Garner financial support for efforts |
| **Indicators and Data Needed** |  
- Number participants in attendance  
- Number of non-participants attendance  
- Number of faculty/staff attendance  
- Number of men of color enrolled at GSU |
| **Responsible Person and/or Unit** | Robert Clay |
| **Milestones** |  
2015 - 2016  
- Develop programming calendar  
- Identify key personnel to support efforts  
- Host monthly sessions inclusive of Book Club, Cultural Outings, Career Mapping/Curricular Enhancement Workshop(s) and Meeting of the Minds |
| **Desired Outcomes and Achievements** |  
- Participants will be able to establish identity through intersectionality and character enrichment  
- Participants will be able to foster a sense of belonging and raise social and academic consciousness  
- Participants will be able to develop healthy relationships and gain positive interactions between peers and faculty/staff  
- Participants will become prepared leaders that have a commitment to service and social justice |
**GOAL 3:** Establish and promote the Male Success Initiative as the premiere pathway to increase the enrollment, retention and graduation of first year and transfer men of color.

<table>
<thead>
<tr>
<th>Objective 3:</th>
<th>Create official launch for Male Success Initiative with Dr. Shaun Harper.</th>
</tr>
</thead>
</table>
| **Action Items** | • Develop digital footprint  
• Gather database of faculty/staff for invitations  
• Gather information on partnerships to establish pathways |
| **Indicators and Data Needed** (Measures that will appraise progress towards the strategic objective) | • Number of faculty members in attendance  
• Number of senior administrators in attendance  
• Number of students in attendance  
• Number of community partners in attendance |
| **Responsible Person and/or Unit** (Data collection, analysis reporting) | • Robert Clay  
• Roshaunda Ross |
| **Milestones** (Identify Timelines) | **2015 - 2016**  
• Solidify date for program  
• Contract Dr. Shaun Harper  
• Send invitations to faculty members and senior administration  
• Convene community partners  
• Host summit to expound upon efforts |
| **Desired Outcomes and Achievements** (Identify results expected) | • Encourage faculty to make an intentional effort when engaging with men of color  
• Challenge faculty/senior administration to reconsider practices of cultural pedagogy as it pertains to the success of men of color  
• Promote Male Success Initiative as a national model to be replicated by community partners and other agencies |
Focus Area: Diversity Education and Leadership Development

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

Implementation Year: 2015 – 2016

GOAL 4: Serve as an integral partner with Enrollment Management in the recruitment and admission of underserved student populations and with Academic Resource Center to ensure degree attainment and post graduate success.

<table>
<thead>
<tr>
<th>Objective 1:</th>
<th>Create open houses in various neighborhoods in the Chicagoland area with Admissions and Recruitment to enhance recruitment efforts.</th>
</tr>
</thead>
</table>
| **Action Items** | • Identify neighborhoods to host open houses  
• Develop relationship with community agencies  
• Recruit students to serve as ambassadors  
• Garner support from high schools in various communities |
| **Indicators and Data Needed** (Measures that will appraise progress towards the strategic objective) | • Number of deposits received within two weeks after open house dates  
• Feedback from students and families  
• Number of students enrolled |
| **Responsible Person and/or Unit** (Data collection, analysis reporting) | • Robert Clay  
• Kristy Goodwin  
• Yakeea Daniels |
| **Milestones** (Identify Timelines) | 2015 – 2016  
• Develop programming plan  
• Recruit students to participate  
• Host two open houses  
• Assess progress  
• Host two open houses  
• Assess progress |
| **Desired Outcomes and Achievements** (Identify results expected) | • Identify campus resources available to them  
• Increase family understanding of college admission process to determine GSU as their choice  
• Engage faculty and staff  
• Explore the varied academic options available to them  
• See GSU as a community partner to create pipeline efforts for student success |
GOAL 4: Serve as an integral partner with Enrollment Management in the recruitment and admission of underserved student populations and with Academic Resource Center to ensure degree attainment and post graduate success.

<table>
<thead>
<tr>
<th>Objective 2:</th>
<th>Partner with Academic Resource Center to host student success workshops.</th>
</tr>
</thead>
</table>
| **Action Items** | - Identify workshop topics  
                     - Solidify key personnel  
                     - Garner support from faculty/staff |
| **Indicators and Data Needed** (Measures that will appraise progress towards the strategic objective) | - Number of students in attendance  
                     - Number of referrals for students to participate  
                     - Number of repeat attendees |
| **Responsible Person and/or Unit** (Data collection, analysis reporting) | - Robert Clay  
                     - Amy Comparon |
| **Milestones** (Identify Timelines) | **2015 - 2016**  
                     - Develop calendar  
                     - Host workshops monthly  
                     - Assess progress |
| **Desired Outcomes and Achievements** (Identify results expected) | - Students will be able to identify campus resources available to them  
                     - Students will develop relationships and gain positive support among peers.  
                     - Students will engage in educational activities that will be pertinent throughout the collegiate career and beyond.  
                     - Students will begin college with an advanced understanding of campus life supplied by experienced, friendly students and professional staff.  
                     - Students will be retained ensuring a higher number graduating from Governors State University |
Focus Area: Diversity Education and Leadership Development

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

Implementation Year: 2015 – 2016

**GOAL 5:** Re-envision and cultivate leadership development initiatives that reflect and infuse interdisciplinary theories to establish a comprehensive model for co-curricular success and achieve our mission to prepare leaders that advance the public good and transform communities.

<table>
<thead>
<tr>
<th>Objective 1:</th>
<th>Develop leadership for students; infusing sexual violence education into leadership development initiatives.</th>
</tr>
</thead>
</table>
| **Action Items** | - Develop strategies for implementation  
- Contextualize intersections between leadership and sexual violence prevention |
| **Indicators and Data Needed** (Measures that will appraise progress towards the strategic objective) | - Number of participants in leadership programs  
- Number of programs offered |
| **Responsible Person and/or Unit** (Data collection, analysis reporting) | - Robert Clay  
- Aurelio Valente  
- Leadership Programming Group  
- Advocating for Sexual Assault Prevention Team (ASAP) |
| **Milestones** (Identify Timelines) | **Fall 2015**  
- Establish opportunities to infuse trainings/educational workshops  
- Host efforts in leadership initiatives  
- Assess progress  

**Spring 2016**  
- Host efforts in leadership initiatives  
- Assess progress |
| **Desired Outcomes and Achievements** (Identify results expected) | - Demonstrate direct and indirect bystander intervention skills  
- Identify internal and external campus resources (YWCA Partner) for victims of sexual violence  
- Advocate for gender equity and healthy sexual behavior |