

Tech Forward Diversity and Inclusion Year 1 Goals

Goal 1: Implement a cross campus education initiative for all members of the community and Include campus recognition and incentives.

- Actions:
 - Create a Campus Training Committee
 - Pilot an online diversity training for employees and students
 - Roll out Diversity Champion incentive program (6 completed trainings/workshops) certificate.
 - All first year students take online diversity training modules.
- Metric:
 - Number of faculty and staff trained
 - Number of graduate students trained
 - Number of undergraduate students trained

Goal 2: Execute recruitment strategies

- Actions:
 - Contract 2 Alumni Recruitment Specialists
 - Replicate the Detroit African American alumni/new student picnic in MSP and Chicago with key alumni and underrepresented groups (URG) from area. Use social media/email lists/alumni lists to generate guest list.
- Metric:
 - Increased number of URG's applied, accepted, and yielded
 - Number of engaged alumni

Goal 3: On-line Professional Development Platform and VP job description

- Actions:
 - Develop job description for VP of Diversity including metrics and timeline
 - Collaborate with HR to reimagine the Training and Employment Specialist position to pilot an on-line platform where diversity and inclusion resources, trainings and workshops for employees are catalogued, tracked and managed.
- Metric:
 - Well-developed job description of VP position by end of the year
 - On-line platform for trainings is created by year end

Goal 4: Diversity in Action Microgrant

- Actions:
 - Establish committee
 - Create a rubric
 - Build website and advertise
- Metric:
 - Award at least ten internal grants of \$5000 to advance diversity and inclusion on campus or in the community