This document was created in a grassroots effort, starting at the level of departmental meetings, discussions with undergraduate and graduate students, and then finally multiple discussions at College Council and with our CSA Diversity Council representatives over the course of the 2021-22. There are three broad goals, each followed by action items with timelines where appropriate. The plan and timelines will be reviewed and updated annually.

**Goal #1:** CSA will be the campus leader in incorporating DEIS content into our curriculum.

**Action Items:**
- CSA will lead the effort to incorporate DEIS into the new Essential Education program. We will complete at least one DEIS themed pathway and develop/revise DEIS tagged classes in at least five of our departments within six months of the proposal’s approval.
- We will build on the existing Diversity Studies minor to create an essential education aligned diversity studies minor to be housed in Humanities. We will increase enrollment (by 20%) and course offerings (by at least two new electives) in this minor. (2023-24)
- We will create a Social Justice minor, housed in Social Sciences, and meeting the new essential ed requirements related to a Social Justice pathway. (2023-24)
- At least $20,000 annually will be available from the College and Departments to buy out faculty teaching or provide extra or summer compensation to assist with DEIS related curriculum development efforts. Chairs will ensure this work is reflected in merit evaluations. (2022-23)
- Each department will review and revise materials for at least one course per year for the diversity of authors in reading lists/assignments and to increase representation of the accomplishment of diverse scholars.

**Goal #2:** CSA will improve both recruiting yield and first-year retention of underrepresented students. This should include improving recruiting from and collaboration with community colleges and minority serving institutions.

**Action Items:**
- In partnership with admissions and UMC, we will create customized communications for URM applicants before the Fall 2023 cycle.
- Through improved communication and outreach we will increase the admissions yield on our URM admits to 10% by 2024-25 (9.1%, 6.4%, 4.9% FY 20, 21, 22)
- We will submit at least one NSF REU proposal in the college each academic year. (2023-24)
- We will work with existing student organizations and the Wahtera center to provide peer to peer mentoring. We will compensate this work hourly at a professional rate.
- Each department will establish a budget for undergraduate conference travel and professional development (2023-24).
- Establish faculty collaborations with MSI’s where MTU has signed agreements.
  - At least two new partnerships in the 2023-24 academic year.
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- Survey our faculty during Spring 2023 to find out who has existing ties and/or colleagues at minority serving institutions, especially ones that MTU has signed partnership agreements with.
- Support sending faculty to graduate recruiting events like SACNAS etc. to recruit underrepresented students.
  - CSA Dean will support for at least three recruiting visits each year.
- Review course articulations from tribal colleges to see if there are roadblocks to student success. Reevaluate existing curricula to make 2+2s easier; eliminate long prerequisite chains where possible.
  - Review all existing articulation agreements over a two-year period.

Goal #3: CSA will highlight scholarship and creative activities in areas related to DEI in order to increase the visibility of our work in this area.

Action Items:

- We will create a dedicated website highlighting work in this area (2022-23).
  - We will review analytics at least twice annually to measure its impact in terms of shares and views.
  - We will highlight programs offerings and events, integrated with the University Calendar.
  - We will drive traffic to the website with at least three social media posts each month.
  - The website will let users contribute feedback and suggestions to improve our efforts.
  - We will highlight programming and presentations at the Rozsa Center. The Rozsa has signed the Association of Performing Arts Professionals (APAP) 10/20/30 Pledge as part of a newly created Equity and Accessibility Strategic Initiative.
- We will create a CSA Dean’s DEIS showcase to highlight and reward scholarly and teaching contributions.
  - We will have at least two features each semester starting with Spring 2023.
  - There will be modest financial rewards similar to the current teaching award winners from the Dean’s teaching showcase.
  - We will have at least one scholar with DEI expertise selected to present at a BOT meeting in the 2022-24 time frame.