

**UWM Division of Diversity, Equity, and Inclusion
Strategic Plan, 2023-2026**

MISSION. The Division of Diversity, Equity, and Inclusion's mission is to facilitate the university's efforts to advance diversity, equity, inclusion, and foster a sense of belonging for all members of the campus community through education, advocacy, and support.

VISION. We envision UWM as an institution that is fully and intentionally diverse, equitable, and inclusive for all its stakeholders and in service to the community.

THREE-YEAR OBJECTIVE: Develop programming and lead initiatives that successfully contribute to academic and inclusive excellence and belonging for all members of the university.

FOCUS AREAS/ DESIRED OUTCOMES	GOALS	STRATEGIES AND ACTIONS	METRICS
Student Success All students have access to equitable resources and experiences to help them thrive.	1) Ensure students successfully access available resources.	1(a). Work with campus partners to expand outreach to diverse communities.	Impact of recruitment/outreach activities
		1(b). Identify and guide students and their families to campus resources.	Purpose of Navigate appointments Outcome of visits to student support offices
	2) Contribute to campus initiatives that lead to higher graduation rates.	2(a). Provide success coaching to students.	Impact of engagement with success coach on academic progress
		2(b). Plan social and co-curricular activities to enhance academic experiences.	Impact of activities on academic progress and sense of belonging
		2(c). Evaluate and share impact of initiatives.	Impact of these efforts on students' academic success
	3) Build capacity of diverse students to pursue graduate education and/or career in industry.	Provide tailored academic support.	Impact of support activities (undergraduate research experiences, professional development opportunities, including workshops, conferences, and internships) on students' academic and career goals
	Diverse Talent Innovative strategies are implemented to recruit, develop, retain, and promote employees with diverse backgrounds and perspectives.	1) Monitor progress toward achieving a diverse workforce.	1(a). Support search and screen processes in securing diverse applicant pools.
1(b). Enhance efforts to analyze successful and unsuccessful recruitments to identify best practices for future searches.			Search outcomes and lessons learned
2) Develop and/or support career development and		2(a). Analyze, organize, and share workforce data to campus decision-makers.	Data report and communication plan

	advancement opportunities for employees	2(b). Identify and seek professional development resources 2(c). Administer Mosaic Leadership Academy	Resources available for career development Number of employees from diverse backgrounds available for leadership roles	
Climate & Culture Change All members are responsible for helping to build an inclusive university community where everyone is valued and has a sense of belonging.	1) Develop and lead campus efforts that contribute to a welcoming environment and facilitate culture change.	1(a). Provide technical assistance to academic and administrative units (e.g., DEI action plans, coaching, mediation).	Impact of technical assistance	
		1(b). Offer on-going professional development opportunities for campus stakeholders (e.g., equity mindedness, implicit bias, sexual violence and sexual harassment)	Impact of trainings	
		1(c). Support affinity groups in their community building efforts	Impact of community building efforts and retention of diverse employees	
	2) Recognize employees with demonstrated commitment to inclusive excellence and belonging.	2(a). Administer annual campus DEI Champion Award.	Resource to continue to offer award	
		2(b). Coordinate nomination of employees for other internal and external awards.	Employees nominated for awards	
	3) Secure resources to launch expanded inclusive excellence and belonging efforts.	3(a) Identify external funding and submit grant applications.	Proposals submitted and funds received	
		3(b) Work with fund development to cultivate potential donors interested in supporting inclusive excellence and belonging.	Increased number of donors to support the division's efforts	
	4) Promote freedom of expression	Plan campus activities that promote diverse viewpoints.	Impact of events and activities	
	Community Impact As an integral part of the local and global communities, the university is responsible for co-creating a shared, equitable future on campus and beyond.	Engage in intentional collaborations with campus, local, regional, and international community partners.	Contribute to UWM's community engagement efforts (e.g., MMAC Region of Choice, Milwaukee Anchor Collaborative).	Impact of engagement efforts
			Coordinate UWM's Carnegie Engagement Classification renewal process	Data gathered and renewal materials submitted
Assist in facilitating UWM's charitable investments/community sponsorships.			Diverse UWM representation at various events sponsored	
Host events and engagements with diverse partners (e.g., chambers of commerce, nonprofit organizations, international delegations).			Impact of events and engagements	