

2020 Diversity & Inclusion Action Plan:

Defining Diversity at Thiel College

Diversity Statement

It is a priority of Thiel College and its community members to respect all aspects of diversity. Thiel College encourages students to bring discussion and consideration of diverse facets to the forefront. Awareness of diversity is a vital component of our experiences of being human. All Thiel College community members are encouraged and supported to sustain the discussion around inclusive practices and the development of an open and accepting campus climate.

Our Goals

		Completion Date	Responsible Leaders/Groups	New Budget 2020	Notes
<i>Goal I: Foreground our commitment to a diverse and inclusive learning environment and climate of appreciation through publications, policies, symbols and spaces.</i>					
2020					
1.1	Publish and promote the TC Diversity & Inclusion Action Plan	February 2020	Anthony Jones / Diversity Advisory Board / OCM		Plan should include missions, values and diversity statement, goals and timelines
1.2	Review and revise student and employee handbooks to incorporate inclusive language and policies.	August 2020	Student Life / HR / Academic Affairs		This will include the work on free speech over the summer
1.3	Revise the website for the office of D&I	January 2020	Anthony Jones / OCM		
1.4	Identify spaces and platforms to include symbols, art, etc. that expresses our commitment to diversity and inclusion.	May 2020	Diversity Advisory Board / Student Organizations		
1.5	Create a more welcoming lounge for underrepresented student populations.	January 2020	Anthony Jones / Facilities / Student Life		
1.6	Disseminate DLE Survey Results.	February 2020	Anthony Jones / Diversity Advisory Board / OCM		

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Goal 2: Recruit, retain, and support a diverse student body					
2020					
2.1	Develop and implement a diversity recruitment plan to be implemented by admissions.	October 2020	Admissions /Anthony Jones /Athletics		
2.2	Establish a task force to assess the current needs and experiences of our International student population and develop recommendations for improving their Thiel experience.	November 2020	Student Life /Admissions / Academic Affairs		
2.3	Strengthen and engage student organizations with an interest in advancing diversity and inclusion.	September 2020	Student Life / SGA		
2.4	Partner with staff to create diversity and inclusion elements as part of current programs (e.g., Greek life, residence life, orientation, etc.)	December 2020	Anthony Jones / Student Life / TLC / Career Development		
2.5	Identify and implement processes for involving a more diverse makeup of students on College committees.	October 2020	Student Life / SGA		
Goal 3: Recruit, retain, and support a diverse faculty and staff that is reflective of our diverse student body and successful in their roles.					
2020					
3.1	Publish current levels of diversity among faculty and staff units and establish benchmarks and goals for increasing and/or maintaining diversity within each unit.	February 2020	Anthony Jones / HR		Goals will be reviewed and approved by President's Cabinet
3.2	Implement diversity training for students, faculty and staff participating in hiring processes.	March 2020	Anthony Jones / HR		

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3.3	Develop language for position advertisements that expresses Thiel's commitment to diversity and helps attract a diverse pool of candidates.	March 2020	Anthony Jones / HR		To be reviewed and approved by President's Cabinet
3.4	Establish and maintain a guide for hiring managers to post position advertisements in areas that might increase our odds for attracting diverse pools of candidates.	March 2020 and ongoing	Anthony Jones / HR		
3.5	Intentionally invite faculty and staff who are not commonly invited to forums, meetings, student events, etc.	September 2020	Anthony Jones / Student Life		
Goal 4: <i>Develop cultural competence among students and employees, and confidence in Thiel's commitment to diversity and inclusion.</i>					
2020					
4.1	Implement monthly programming for students and employees focused on diversity and inclusion.	Ongoing	Anthony Jones / Student Life / SGA		Cultural Heritage Months, MLK, Jr. Day Celebration, Trainings, etc.
4.2	Collaborate with Academic Affairs to inventory curriculum to identify courses that engage students around topics related to diversity and inclusion	April 2020	Anthony Jones / Academic Affairs		
4.3	Collaborate with Academic Affairs to develop Common Hour programming for faculty focused on inclusive pedagogy and practices.	April 2020	Anthony Jones / Student Life / Academic Affairs		
4.4	Produce and implement communication plan educating the community about topics related to diversity and inclusion.	September 2020	Anthony Jones		This would include messages about Halloween costumes, holidays, etc.