

STETSON UNIVERSITY

# Campus Climate Action Plan

## Overview

October 2021 – May 2023

August 27, 2021

# An Introduction

First, a brief overview of the Executive Officer for Diversity, Collaboration, and Inclusion role:

## In General

Develop effective strategies for DEI **collaboration** across Stetson's campuses for faculty, students, and staff

## Overall Goals

- Help prioritize and guide Stetson's institutional effectiveness towards inclusion
  - Strategic Planning and Implementation Systems
  - Accountability Systems
  - Research and Assessment Systems
  - Training and Education Initiatives
  - Diversification Efforts

# An Introduction (continued)

## Overall Goals (continued)

- Serve as a catalyst and resource to:
  - Help support and augment the DEI work we already do in multiple areas of our University
  - Continue to expand our inclusive lens throughout the work we do as a University

## Immediate Goals (First Four Months)

- Collaboratively launch and engage the community around the Campus Climate Action Plan
- Form connections and begin to identify opportunities for DEI collaboration
- **Continue the momentum** of recent work across campuses

# Brief Overview: Campus Climate Action Plan

## Process

- Spring 2020 to Now
- Inclusion and Equity Leadership Team
- 2021 Working Groups
  1. Stetson Culture
  2. Inclusive and Transparent Communication
  3. Relationship between DeLand and Stetson
- Updates to Community – [stetson.edu/other/climate-study](https://stetson.edu/other/climate-study)

## A Two-Year Plan

- Consists of four phases, with Phase 1 beginning in October 2021
- Community engagement and feedback throughout

# Brief Overview: Campus Climate Action Plan

## Phases 1 - 4

- Phase 1: Building a Culture of Respect
- Phase 2: Cultivating Strong and Collaborative Relationships
- Phase 3: Fostering Opportunity and Sustainability
- Phase 4: Planning for Our Future

## A Community Effort

- Continue the momentum of the work led by the Faculty Senate, the Brown Center, and many others
- The 3 C's:
  - Coordination
  - Collaboration
  - Communication