



# ACCREDITATION EVIDENCE

**Title:** DEI Project Charter and PowerPoint Presentation

**Evidence Type:** Clear

**Date:** 26 September 2022

**WAN:** 22-0465

**Classification:** Resource

**PII:** Yes

**Redacted:** No

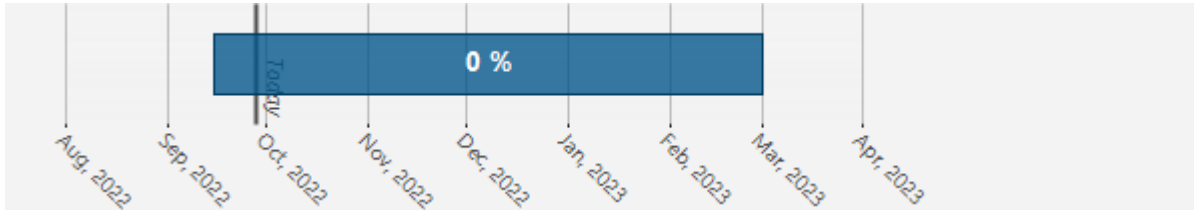


0 %

# DEI Strategic Plan

Project ID: 5945

## Status



New [New]

0% complete, updated on Mon 9/26/22 2:02 PM

## Details

### Dates

Thu 9/15/22 - Wed 3/1/23

### Acct/Dept

Information Technology

### Type

Communication and Collaboration / Laboratory Remodel

### Health

None - No health has been set

### Classification

Grow

### Priority

High

### Created

Mon 9/26/22 2:02 PM

### Modified

Mon 9/26/22 2:40 PM

### What is driving the need and timeline of this project?

We have been directly charged by President Dale to take on this important work. This project is needed as we have not yet created any institutional plan to improve institutional DEI outcomes. We know that this work is needed based on retention and support for underserved/underrepresented communities within our student and employee populations. It also directly addresses the "Create a Diverse Environment" goal under our Strategic Master Plan.

### What are the benefits Western can expect from this work?

Ideally, the benefits of the finished plan will be increased enrollment and retention within underserved student communities, increased knowledge about and support for diversity throughout the campus community, increased diversity within our employee population, and stronger relationships with diverse communities within our service area.

### What will be the institutional impact?

Ideally, the impact of the finished plan will be increased enrollment and retention within underserved student communities, increased knowledge about and support for diversity throughout the campus community, increased diversity within our employee population, and stronger relationships with diverse communities within our service area.

**What departments will need to participate in this effort?**

Administrative Services  
 Admissions  
 Financial Aid  
 Student Life/Residence Life  
 School of Arts and Humanities  
 School of Health Sciences and Wellness  
 School of Business and Computer Technology  
 School of Manufacturing and Industrial Technology  
 School of Social Sciences and Education  
 Other

**Who are suggested members of the implementation team?**

Burt Reynolds, Eric Fry, Xitlaly Chavarria, Maria Cazarez, James Heu, Amy Galley, Lyndsey Love, Chelley Rezzonico, Shane Westfall, Dragan Skropanic

**Which areas of Western's Strategic Plan or Guiding Principles will this project support?**

Students Are Our Focus  
 Employees Are Our Most Important Resource  
 The Community Is Our Partner  
 Adapting To Change Defines Our Future  
 Data And Integrity Guide Our Decisions  
 Create a Culture of Success  
 Cultivate Valuable Partnerships

**Who is the Project Lead?**

Heather Pristash

**What technology components are involved with this project?**

We will need email, Office, and Zoom to create the plan, at a minimum. At this time, the requirements for the plan itself are unknown; we will need time to assess technology needs to move the institution forward in this critical area.

**If a technology component is involved, has it been evaluated by IT for the following?**

Compatibility with Colleague

**What expenses are included in the estimated cost?**

We will need email, Office, and Zoom to create the plan, at a minimum. At this time, the requirements for the plan itself are unknown; we will need time to assess technology needs to move the institution forward in this critical area.

**What resources are needed for this project?**

Facilities (Spaces)  
 Financial (Current/Future Budget)  
 Human (Time/Talent)  
 Technology

**What is driving the timeline for this project?**

We have been directly charged by President Dale to take on this important work. This project is needed as we have not yet created any institutional plan to improve institutional DEI outcomes. We know that this work is needed based on retention and support for underserved/underrepresented communities within our student and employee populations. It also directly addresses the "Create a Diverse Environment" goal under our Strategic Master Plan

**Approved by President's Cabinet**

Approved

## Description

We will be developing a three-year institutional DEI plan, which will ideally work along with the timeline of Western's Strategic Master Plan. Development of this plan will happen throughout the fall and early spring semesters, with a target date of March 1, 2023 for adoption by the President's Cabinet.

Our goals for this project will be the following:

1. Expand access and ongoing support for underserved and nontraditional students

- 2. Address the target KPI under "Create a Diverse Environment" within our Strategic Master Plan
- 3. Grow awareness of and education about diversity across our campuses
- 4. Expand access for, representation of, and support for underserved and diverse groups within Western's employee population

### Manager

NC

Nicole Castillon  
ncastillon@westernwyoming.edu

### Sponsor

KD

Kim Dale  
kdale@westernwyoming.edu

### Stakeholders (8)

AM

Amy Murphy  
amurphy@westernwyoming.edu  
Dean of Outreach and Workforce Development  
Informed  
Informed of project status and critical decisions as a member of President's Cabinet.  
Mon 9/26/22 2:22 PM

BR

Burt Reynolds  
breynolds@westernwyoming.edu  
Informed  
Informed of project status and critical decisions as a member of President's Cabinet.  
Mon 9/26/22 2:05 PM

CW

Cliff Wittstruck  
cwittstruck@westernwyoming.edu  
Vice President for Student Learning  
Informed  
Informed of project status and critical decisions as a member of President's Cabinet.  
Mon 9/26/22 2:04 PM

DB

Debbie Baker  
dbaker@westernwyoming.edu  
Informed of project status and critical decisions as a member of President's Cabinet.  
Mon 9/26/22 2:21 PM

DC

**Dustin Conover**

[dconover@westernwyoming.edu](mailto:dconover@westernwyoming.edu)

Informed

Informed of project status and critical decisions as a member of President's Cabinet.

Mon 9/26/22 2:23 PM

EF

**Eric Fry**

[efry@westernwyoming.edu](mailto:efry@westernwyoming.edu)

Dean of Enrollment Management

Informed

Informed of project status and critical decisions as a member of President's Cabinet.

Mon 9/26/22 2:22 PM

JA

**Joy Adams**

[jadams@westernwyoming.edu](mailto:jadams@westernwyoming.edu)

Informed

Informed of project status and critical decisions as a member of President's Cabinet.

Mon 9/26/22 2:20 PM

MR

**Mark Rembacz**

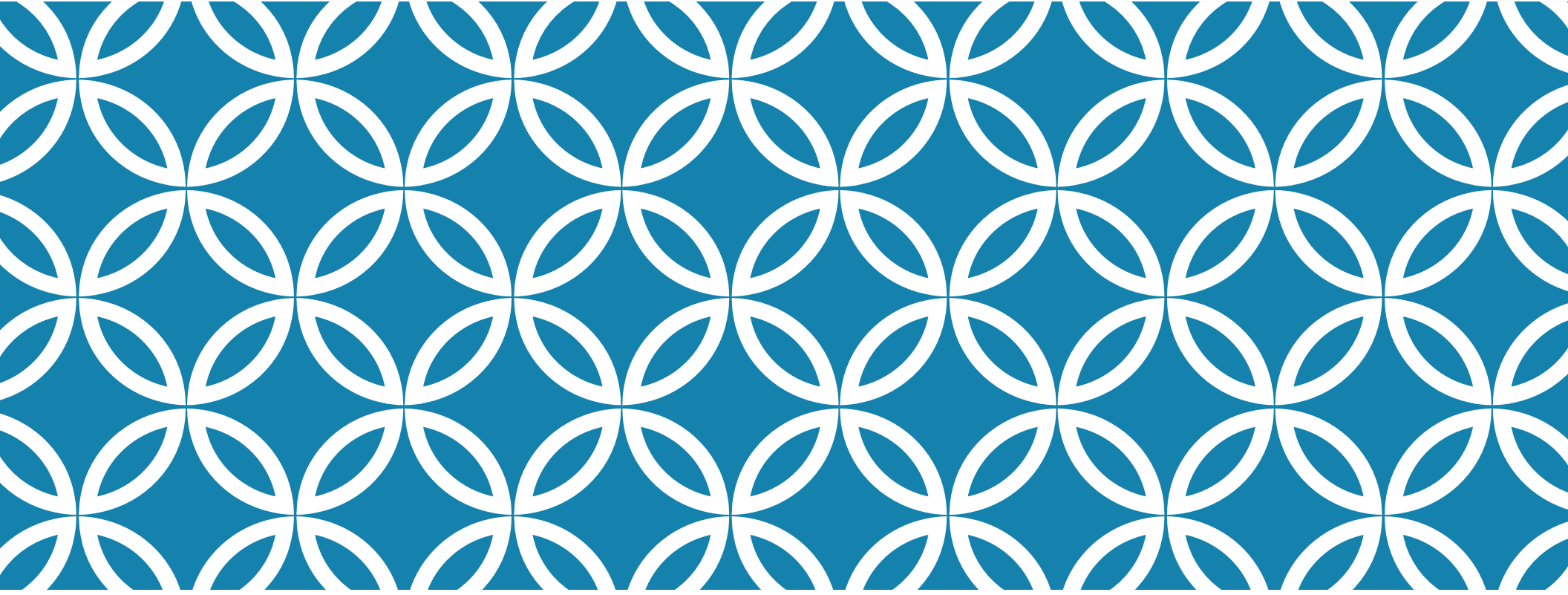
[mrembacz@westernwyoming.edu](mailto:mrembacz@westernwyoming.edu)

Associate Vice President of Institutional Effectiveness

Informed

Informed of project status and critical decisions as a member of President's Cabinet.

Mon 9/26/22 2:21 PM



# DEI STRATEGIC PLAN

Project Charter Presentation

# BACKSTORY

DEI Committee charged with developing this plan by President Dale at the start of this academic year

Goal is to create a three-year plan for institutional DEI work to operate alongside the strategic plan

# WHY IS THIS NEEDED?

Because we're required to do it—How we're handling diversity matters to HLC and other bodies

Because it will help grow enrollment—We have diverse groups that we could be bringing to campus if we can attract and support them

Because it matters to employers—DEI awareness is a tool our students need for the modern world

Because it will strengthen our existing community—Diversity strengthens organizations on multiple levels

Because it can strengthen our connection with the surrounding community

Because it is, put simply, the right thing to do for the sake of our students, employees, and stakeholders



# GOALS FOR THE PROJECT

- 1) Expand access and ongoing support for underserved and nontraditional students
- 2) Address the target KPI under ‘Create a Diverse Environment’ within our Strategic Master Plan.
- 3) Grow awareness of and education about diversity across our campuses
- 4) Expand access for, representation of, and support for underserved and diverse groups within Western's employee population

# HOW WILL WE ACHIEVE THESE GOALS? GOOD QUESTION!

## Probable Starting Points:

Working with last year's survey data, as well as other relevant data we already have

Talking to members of relevant groups on campus and in surrounding areas

Locating and consulting with some outside experts on campus DEI



# CURRENT DEI COMMITTEE MEMBERS

Maria Cazarez

Xitlaly Chavarria

Eric Fry

Amy Galley

James Heu

Lyndsey Love

Heather Pristash

Rosa Reyna-Pugh

Burt Reynolds

Chelley Rezzonico

Dragan Skropanic

Shane Westfall