



# ED ENUF

THE DIVERSITY E-LEARNING PLATFORM

Diversity Strategic Plan Module

7,  
Lesson 3

Examples Of Goals &  
Objectives

# Diversity Strategic Plan Example Goals & Objectives

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## Example Goal 1:

Increase diversity staff.

## Example Goal 2:

Increase cultural competency in organization by...

## Example Goal 3:

Ensure effective governance of organization cultural, ethnic and gender diversity.

# Diversity Strategic Plan Example Goals & Objectives (Cont.)

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## Example Goal 1:

1. Establish ME student staff program in each division by 8/1/20 (definition).
2. Ensure all CD/AD staff complete D3 training by 8/1/22.
3. Ensure at least 20% of applicants for IE are students of color beginning 1/1/20.
4. Increase women and people of color college directors by 5% by 8/1/22.
5. Establish presence on at least four more HBCU's and/or Latino campuses by 8/1/22.

# Diversity Strategic Plan Example Goals & Objectives (Cont.)

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## Example Goal 2: Increase cultural competency in organization (7/31/2022) (person name).

1. Identify areas of trainings that will be covered on the 2018-2022 organization training calendar 8/15/2018.
2. Finalize which trainings will occur throughout the organization calendar of 2018-2022 by 9/15/2018.
3. Create and implement system of diversity and inclusion for all level (8/1/19).
4. Equip departments to perform diversity and inclusion trainings and cultural development plan for managers and department heads by 8/30/2019.
5. Complete annual cultural competency questionnaire for organization to review competency growth (PIC: TBD – DI team, by 10/1/2019).

# Diversity Strategic Plan Example Goals & Objectives (Cont.)

**Example Goal 3: Ensure effective governance of organizational cultural, ethnic and gender diversity.**

## **1. Recruit a Diversity & Inclusion Taskforce by 12/25/16.**

- 1.1 Identify at least five individuals to participate in D&I Taskforce by 9/15/16.
- 1.2 Agree on expectations and roles for joining D&I Taskforce by 11/5/16.
- 1.3 Develop complete recruitment for D&I Taskforce by 12/25/16.

## **2. Implement organization Diversity & Inclusion Task Force vision and mission and goals by 3/18/17.**

- 2.1 Develop vision and mission for D&I task-force by 1/20/17 (D&I Taskforce/Executive Director).
- 2.2 Create goals for D&I Task Force by (2/15/17).
- 2.3 Agree on process and approach with goals of task-force by 2/25/17 (D&I Task Force/Executive Director).
- 2.4 Set date for evaluation goals by 3/1/17 (D&I Task Force/Executive Director).
- 2.5 Conduct evaluation of mission, vision and goals before finalizing by 3/18/17 (D&I Task Force/Executive Director).

# Diversity Strategic Plan Example Goals & Objectives (Cont.)

## 3. Evaluate D&I Task Force expectations, size and structure by 5/1/17 and implement any changes by 8/1/17.

- 3.1 Evaluate D&I Task Force accomplishments by 4/1/17 (D&I Task Force Chair).
- 3.2 Create survey for feedback from organization of D&I Task Force by 4/10/17 (D&I Task Force/Executive Director).
- 3.3 Survey/call other organizations and interview D&I Task Force for best practices by 5/22/17 (D&I Task Force).
- 3.4 Develop draft recommendations and present to Executive Director by 6/1/17 (D&I Task Force).
- 3.5 Make final recommendations to Executive Director by 7/1/13 (D&I Task Force).
- 3.6 Take action on recommendations by 7/15/17 (D&I Task Force).
- 3.7 Implement approved changes by 8/1/17 (D&I Task Force).

## 4. Conduct at least two training experiences for D&I Task Force by 8/1/17.

- 4.1 Survey organization: series of topics for possible training and get input by 3/18/17 (D&I Task Force).
- 4.2 Decide on and schedule first training session by 4/1/17. (D&I Task Force/Executive Director).
- 4.3 Decide on and schedule second training session by 5/1/17 (D&I Task Force/Executive Director).