**Inclusive Excellence Priority #1**
BUILDING AN INCLUSIVE LIVING/LEARNING ENVIRONMENT THAT SUPPORTS ACCESS AND SUCCESS FOR DIVERSE STUDENTS

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**Goal 1.1**
INCENTIVE ENROLLMENT OF UNDERREPRESENTED STUDENTS AT UNDERGRADUATE AND GRADUATE LEVELS

**IMMEDIATE INSTITUTIONAL ACTIONS**
- Significantly expand the reach of the Road Dawgs Program
- Develop mutually beneficial pipeline relationships in school districts with targeted high schools (including Athens high schools)
- Develop mutually beneficial pipeline programs with Historically Black Colleges and Universities and other institutions designated as Minority Serving Institutions

**KPIs**
- Number of applications received from underrepresented students for undergraduate and graduate programs
- Number of underrepresented students enrolled at undergraduate and graduate levels

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**Goal 1.2**
INCENTIVE NEP- BASED STUDENT SCHOLARSHIPS FOR UNDERGRADUATE AND GRADUATE EDUCATION

**IMMEDIATE INSTITUTIONAL ACTIONS**
- Seek at least an additional $1 million in matching funds for Georgia Commitment Scholarships or other need-based initiatives

**KPIs**
- Number of new need-based scholarships created for undergraduate and graduate education

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**Goal 1.3**
EXPAND RESOURCES TO PROMOTE INCLUSIVE LEARNING ENVIRONMENTS

**IMMEDIATE INSTITUTIONAL ACTIONS**
- Develop diversity initiative for inclusion in first-year orientation and University Housing programs that encourages a more open and welcoming campus environment
- Establish awareness program for faculty and staff to complete diversity certificate program

**KPIs**
- First-year students who participate in diversity initiative
- Number of faculty and staff who complete diversity certificate program

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**Goal 1.4**
EXPAND MENTORSHIP FOR UNDERREPRESENTED STUDENTS

**IMMEDIATE INSTITUTIONAL ACTIONS**
- Develop a marketing campaign to expand participation of underrepresented individuals in the university's mentorship program
- Expand financial support for the university's mentorship program

**KPIs**
- Number of underrepresented students, staff, faculty, and alumni participating in the university's mentorship program
UGA DIVERSITY AND INCLUSIVE EXCELLENCE PLAN

Inclusive Excellence Priority #2
RECRUITING AND RETAINING A DIVERSE WORKFORCE TO ADVANCE OUR MISSION IN THE 21ST CENTURY

Goal 2.1
INCREASE THE NUMBER OF UNDERREPRESENTED FACULTY, STAFF, POSTDOCTORAL FELLOWS, GRADUATE ASSISTANTS, AND STUDENT WORKERS

IMMEDIATE INSTITUTIONAL ACTIONS

- Develop university-wide training program for search committees and unit heads
- Develop campus-wide expectations for ensuring diverse search committees with particular focus on academic departments and units

KPIs

- Number of underrepresented faculty, staff, postdoctoral fellows, graduate assistants, and student workers
- Number of underrepresented individuals in leadership positions (cabinet, deans, department heads, directors, and associate directors)

Goal 2.2
EXPAND COMMUNITY BUILDING PROGRAMS AND ACTIVITIES FOR FACULTY, STAFF, GRADUATE ASSISTANTS, AND POSTDOCTORAL FELLOWS, WITH A PARTICULAR FOCUS ON UNDERREPRESENTED POPULATIONS

IMMEDIATE INSTITUTIONAL ACTIONS

- Establish additional university-wide social events (e.g., multicultural faculty and staff reception) to occur on a regular schedule
- Encourage administrative units, schools, and colleges to create similar events on a regular basis

KPIs

- Retention of underrepresented faculty and staff
- Community building activities established for faculty, staff, graduate assistants, and postdoctoral fellows

Goal 2.3
EXPAND SUPPORT AND RECOGNITION FOR FACULTY AND STAFF DIVERSITY AND INCLUSION EFFORTS

IMMEDIATE INSTITUTIONAL ACTIONS

- Implement Dawn D. Bennett-Alexander Inclusive Community Award
- Implement the Richard Graham Teaching Award for Excellence in Graduate Education

KPIs

- Retention of underrepresented faculty and staff
**UGA DIVERSITY AND INCLUSIVE EXCELLENCE PLAN**

**Inclusive Excellence Priority #3**
**EXPANDING PARTNERSHIPS AND OUTREACH TO STRENGTHEN DIVERSE COMMUNITIES**

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<tr>
<th>Goal 3.1</th>
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<td><strong>INCREASE INSTITUTIONAL VISIBILITY IN THE EDUCATIONAL PIPELINE OF UNDERSERVED COMMUNITIES</strong></td>
<td><strong>BUILD AWARENESS OF PARTNERSHIPS AND OUTREACH WITH DIVERSE COMMUNITIES</strong></td>
<td><strong>EXPAND EXPERIENTIAL LEARNING OPPORTUNITIES FOR STUDENTS IN RURAL GEORGIA AND OTHER UNDERSERVED AREAS</strong></td>
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<td>• Significantly expand the reach of the Road Dawgs Program</td>
<td>• Enhance central website and marketing strategy to highlight community partnerships and activities</td>
<td>• Establish experiential learning scholarship for experiential learning in rural Georgia</td>
<td>• Build and deploy diversity communications module for university communicators</td>
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**KPIs**
- Number of applications from students in underserved communities
- Website analytics
- Number of students participating in experiential learning opportunities within rural and other underserved areas
- Number of experiential learning opportunities based in rural and other underserved areas
- Earned and paid media