

Office of Institutional Diversity 2025 Strategic Plan

The Office of Institutional Diversity (OID) is committed to a vision of leadership in embracing diversity and inclusion at the University of Georgia. OID leads the university in fulfilling its commitment to be a diverse campus that is enriched and informed by the personal, cultural, and intellectual differences of its constituents. As UGA grows more diverse, creating a welcoming climate of respect and inclusiveness for all is more important than ever. Recognizing and appreciating that the value of diversity and cross-cultural understanding is critical to UGA's mission, a continuing goal of this office is to ensure that the University of Georgia provides an inclusive environment where all students, faculty, staff, and external partners feel safe and view our campus as a positive and nurturing academic environment.

The mission of the Office of Institutional Diversity is to provide institutional leadership to the focused effort to enhance and maintain a diverse and inclusive environment for learning, teaching, research and service at the University of Georgia. OID goals include:

- Enhancing diversity awareness and education through training and learning opportunities for faculty, students and staff throughout the university.
- Promoting awareness of UGA's diversity efforts by supporting diversity related events across the UGA campuses.
- Establishing and defining strategic partnerships between the Office of Institutional Diversity and other units.
- Identifying and obtaining additional resources that will enhance and support institutional diversity endeavors.

The Office of Institutional Diversity's goals are interconnected; and to accomplish them, we must continue to strengthen our partnerships with campus units and maximize the usage of our institutional memberships. Throughout the implementation of this strategic plan, we will work to build and bolster partnerships with multiple units and organizations. However, we will engage in a concerted effort to enhance collaboration with two entities in particular: The UGA Center for Teaching and Learning and the National Center for Faculty Development and Diversity. Through partnering with the UGA Center for Teaching and Learning, we seek to enhance our understanding of and involvement in instructor development, as it pertains to diversity and inclusion. Regarding the National Center for Faculty Development and Diversity, we plan to capitalize on our institutional membership and encourage campus leaders to support their faculty, staff, and graduate students' pursuit of academic and professional development through this resource.

As a major unit identified within the 2025 Strategic Plan for the University of Georgia, the Office of Institutional Diversity has developed unit goals for the next five years. These unit goals are informed by the mission and strategic goals of the University of Georgia and they are in alignment with the mission and goals of the Office of Institutional Diversity. This document serves as our unit plan and it includes our unit goals, key performance indicators, data sources, and annual targets.

**Strategic Direction I:
Promoting Excellence in Teaching & Learning**

Strategic Goal 1.1: Expand experiential learning opportunities for all students.

Unit Goal: Increase opportunities for students to engage in experiential learning and development that centers diversity and inclusion.

Key Performance Indicator: (1.1) Number of transcript-eligible experiential learning opportunities available within the Office of Institutional Diversity

Data Source: Office of Experiential Learning

Annual Targets:

FY2021	The Office of Institutional Diversity will offer 3 experiential learning opportunities
FY2022	The Office of Institutional Diversity will offer 4 experiential learning opportunities
FY2023	The Office of Institutional Diversity will offer 5 experiential learning opportunities
FY2024	The Office of Institutional Diversity will offer 6 experiential learning opportunities
FY2025	The Office of Institutional Diversity will offer 7 experiential learning opportunities

Key Performance Indicator: (1.2) Number of students who complete transcript-eligible experiential learning opportunities through the Office of Institutional Diversity

Data Source: Office of Experiential Learning

Annual Targets:

FY2021	30 students will complete transcript-eligible learning opportunities
FY2022	40 students will complete transcript-eligible learning opportunities
FY2023	50 students will complete transcript-eligible learning opportunities
FY2024	60 students will complete transcript-eligible learning opportunities
FY2025	70 students will complete transcript-eligible learning opportunities

Key Performance Indicator: Number of students who engage in transcript-ineligible experiential learning opportunities within the Office of

Institutional Diversity (e.g. internships, fellowships, graduate research engagement, etc.)

Data Source: Office of Institutional Diversity

Annual Targets:

FY2021	At least 2 students will engage in transcript ineligible experiential learning opportunities
FY2022	At least 3 students will engage in transcript ineligible experiential learning opportunities
FY2023	At least 4 students will engage in transcript ineligible experiential learning opportunities
FY2024	At least 5 students will engage in transcript ineligible experiential learning opportunities
FY2025	At least 6 students will engage in transcript ineligible experiential learning opportunities

Strategic Goal 1.2: Enhance training, support, and recognition for all who provide instruction.

Unit Goal: Significantly increase the opportunities for all who provide instruction to engage with or receive diversity and inclusion education.

Key Performance Indicator: Progress toward increasing diversity and inclusion programs for all who provide instruction

Data Source: Office of Institutional Diversity and the Center for Teaching and Learning

Annual Targets:

FY2021	Inventory current programs on campus that provide diversity and inclusion education
FY2022	Establish partnerships with appropriate campus units to expand diversity and inclusion education
FY2023	Build opportunities for diversity and inclusion education
FY2024	Implement and assess opportunities for diversity and inclusion education
FY2025	Refine opportunities for diversity and inclusion education

Strategic Goal 1.4: Promote academic access and success for all students, with particular consideration for underrepresented, rural, first-generation and other underserved students.

Unit Goal: Enhance academic success and transition programs in the Office of Institutional Diversity by establishing a best practices model.

Key Performance Indicator: Progress toward the development of best practices model for academic success and transition programing

Data Source: Office of Institutional Diversity

Annual Targets:

FY2021	Assess engagement within OID academic success and transition programs
FY2022	Modify academic success and transition programs based on assessment
FY2023	Reassess engagement within OID academic success and transition programs
FY2024	Implement programming model for academic success and transition programs
FY2025	Finalize best practices model for academic success and transition programing

Strategic Direction II: Growing Research, Innovation, & Entrepreneurship

Strategic Goal 2.1: Provide resources, support, and incentives to nurture a diverse and inclusive culture of excellence in research, innovation, and entrepreneurship.

Unit Goal: Increase utilization of support resources provided by the Office of Institutional Diversity.

Key Performance Indicator: Engagement with the National Center for Faculty Development and Diversity (NCFDD)

Data Source: Office of Institutional Diversity

Annual Targets:

FY2021	Survey faculty to determine their faculty development needs as well as whether they use the NCFDD as a resource
FY2022	Develop and launch NCFDD awareness campaign and offer workshops highlighting the usefulness of the NCFDD

FY2023	Assess and acquire other resources that may address faculty development needs; Increase usage of NCFDD and other resources by 20% over the baseline.
FY2024	Offer workshops that address faculty development needs. Increase usage of NCFDD and other resources by 20% over the previous year.
FY2025	Offer workshops that address faculty development needs. Increase usage of NCFDD and other resources by 20% over the previous year.

**Strategic Direction III:
Strengthening Partnerships with Communities across Georgia & around the World**

Strategic Goal 3.1: Increase collaborative, community-focused research, scholarship, technical assistance, and training in Georgia, across the nation, and world.

Unit Goal: Enhance collaboration with communities through training, scholarship, and technical assistance.

Key Performance Indicator: Number of training or technical assistance sessions provided and publications submitted by the Office of Institutional Diversity

Data Source: Office of Institutional Diversity

Annual Targets:

FY2021	Provide 2 training or technical assistance sessions for community members
FY2022	Provide 3 training or technical assistance sessions for community members
FY2023	Work with community partner to author a publication on community engagement.
FY2024	Provide 4 training or technical assistance sessions for community members
FY2025	Provide 5 training or technical assistance sessions for community members

Strategic Goal 3.3: Broaden opportunities for students to engage with the diversity of communities in Georgia and across the nation and world on locally identified needs and issues.

Unit Goal: Grow student engagement with diverse communities.

Key Performance Indicator: The number of opportunities the Office of Institutional Diversity facilitates for students to address locally identified needs and issues.

Data Source: Office of Institutional Diversity

Annual Targets:

FY2021	Facilitate 5 opportunities for students to engage in areas of need.
FY2022	Facilitate 8 opportunities for students to engage in areas of need.
FY2023	Facilitate 12 opportunities for students to engage in areas of need.
FY2024	Facilitate 15 opportunities for students to engage in areas of need.
FY2025	Facilitate 18 opportunities for students to engage in areas of need.