

**Diversity Plan Institutional Initiatives**
**Strategies for the Evaluation Period**
**Evaluation Period: 2019-20** **Deadline: March 1, 2021**

Strategies	Impact, Success or Opportunity
Identify officer(s) to participate in the U.S. Department of Justice “Fair and Impartial Policing” Training as a means of understanding how bias including implicit or unconscious affects behavior and impacts the community	Impact #1
Ensure staff receives professional development on issues that support an inclusive work environment for students, faculty, and staff to interact and do business with Finance and Administrative Services units	Impact #2
Conduct a session for informal feedback from underrepresented minorities within the workforce at the institution and share results with appropriate constituency groups to address any matters which impact perceived inclusiveness within the work climate. To achieve this, the President’s Office will meet with MSU Black Faculty and Staff in the fall.	Impact #3
Work with President’s Commission on Diversity and Inclusion (PCDI) on the reconstitution of its goals and mission to fit within the President’s vision to move diversity and inclusion forward	Impact #4
Establish a Student Affairs Diversity Task Group (SADTG)	Success #1
Establish a Student Inclusive Excellence Advisor Team (SIEAT)	Success #2
The Office of Branding, Marketing and Communication will collaborate with the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence to create a marketing and communication strategy to support minority enrollment goals, enhance marketing efforts using proven best practices and promote scholarship opportunities and career outcomes for Murray State students and graduates.	Success #3
The Office of Alumni Affairs and the Office of Development will work in partnership with the University’s Student Affairs division, the Office of Recruitment and the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence to coordinate events that support recruitment and retention of underrepresented, minority, and international students. Wherever and whenever possible, we will pinpoint alumni volunteers and donor prospects who can provide mentoring and scholarship opportunities for current students, prospective students and their families.	Success #4
Increase the number of new freshmen minority students visiting Murray State University's campus	Opportunity #1
Increase the number of submitted first-time freshman admission applications from minority students	Opportunity #2
Collaborate with Jefferson Community and Technical College to create a recruitment plan aimed at meeting the admission needs of their students	Opportunity #3
Increase the number of minority transfer student applicants to Murray State University	Opportunity #4