

**Institutional Equity 2020
Strategic Plan**

OIE Mission

To promote equal opportunity, equity and access in employment and education for all members of the University community, and to provide compliance oversight for University policies related to federal and state civil rights laws and regulations prohibiting protected class discrimination, harassment and retaliation.

OIE Vision

To be a leader, partner and model of excellence in ensuring a University community free from prohibited discrimination, harassment and retaliation.

Goals	Objective	Strategy
1. Increase awareness and understanding of the charge, role, and functions of Institutional Equity	1.1 Provide a safe environment for reporting, sharing and seeking resolution to concerns of inequitable behavior based on protected group status/identity	a. Communicate obligations to safeguard information and the privacy rights of individuals involved in department processes
		b. Publicize the anonymous online reporting process
		c. Respond to incidents and concerns regarding prohibited harassment, discrimination and retaliation in a timely manner
		d. Provide referrals to other resources as appropriate
		e. Encourage and implement informal resolution as appropriate
	1.2 Provide outreach, education, training and consultation regarding civil rights compliance and protected group concerns	a. Provide updates and coordinate ongoing training for campus community
		b. Provide consultation and feedback to appropriate administrative authorities to address identified areas of concerns
	1.3 Market available resources and information relevant to scope of work	a. Publish annual Affirmative Action Plan
		b. Create and publish annual report
c. Create and publish commonly asked questions		

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		<p>d. Create and publish investigation process flowcharts</p> <p>e. Develop online and print marketing material</p>
<p>2. Continue to improve operational efficiency and effectiveness</p>	<p>2.1 Collect and analyze data from data management systems and other sources to help inform and focus planning and decision-making</p>	<p>a. Review and utilize annual Affirmative Action Plan (AAP) and university/unit compositional data to identify underutilization and underrepresentation to inform development of action-oriented programs.</p> <p>b. Use annual report of protected class cases and sexual misconduct survey data to target and guide program development and outreach and prevention efforts</p> <p>c. Recommend solutions, process and policy changes to target areas for improvement</p>
	<p>2.2 Facilitate timely responses to complaints, requests for reasonable accommodations, and hiring reviews and approvals</p>	<p>a. Monitor, review and revise department procedures, processes and practices as needed</p> <p>b. Obtain input and feedback from employees, students and other members of the university community</p> <p>c. Engage and collaborate with other departments and units to develop, revise and employ more effective university policies, processes and best practices</p>
	<p>2.3 Remain knowledgeable and current regarding applicable civil rights laws, regulations and policies</p>	<p>a. Review, update and revise policies, procedure and process to reflect changes in regulations and policies, and the adoption of new guidance</p> <p>b. Recommend university policy changes to the leadership</p>
	<p>2.4 Leverage opportunities to increase resources to implement, sustain and advance the work of the department.</p>	<p>a. Expand relationships and partnerships with departments</p>
		<p>b. Seeking funding sources to increase personnel and operating budget</p>
		<p>c. Secure additional space to support growth and expansion</p>
		<p>d. Increase staff professional development opportunities</p>