

## Goal 3: Enhance Sense of Community

In 2022-23, the Diversity and Inclusion Office developed an Inclusive Excellence plan.

Division Inclusive Excellence Committees have been assembled. The charge to each group will be to collect and review Diversity and Inclusion goals submitted by departments.

Academic Diversity, Equity and Inclusion Training and Development – *Moving the Needle: Creating a Humanizing Educational Experience*, Dr. Carol Ann Daniel led two presentations, one each designed for deans and department Chairs.

### HEED Award

In September of 2022, Millersville was honored with our 11th Insight into Diversity HEED Award. The HEED Award is open to all colleges and universities across the United States and Canada, and only presented to 100 institutions. The award measures and institution's level of achievement and intensity of commitment regarding broadening diversity and inclusion on campus through initiatives, programs, and outreach student recruitment, retention, and completion; and hiring practices for faculty and staff.