



Millersville University Inclusive Excellence Plan

Vision Statement:

Millersville University is committed to fostering an inclusive, equitable, and diverse learning and working environment where every member of our community can thrive, contribute, and reach their full potential. Through Inclusive Excellence experiences students can develop knowledge and personal abilities that may enhance their critical thinking, learning, and better enable them to meaningfully contribute to society as graduates of Millersville University.

Goal 1: Integrate inclusive excellence into institutional policies and practices.

Objective A: Create inclusive excellence (IE) teams in all divisions on campus.

Objective B: Each team should complete an IE action plan addressing the following: creating a platform for fostering dialogues and a sense of belonging.

Goal 2: Enhance campus community sense of belonging and satisfaction.

Objective A: Review and enhance the requirements for Diversity designated courses and ensure criteria for Diversity label aligns with university's Inclusion value.

Objective B: Promote and support events, lectures, and programs that celebrate diversity and engage the campus community.

Goal 3: Implement programming and policies that increase diverse faculty, student, and staff recruitment and success.

Objective A: Review and enhance current faculty and staff search processes.

Objective B: Refine strategic marketing plan to target underrepresented and underserved students.

Goal 4: Enhance essential academic support services for marginalized students.

Objective A: Review and enhance services to increase the persistence and retention for marginalized students.

Objective B: Enhance programming aimed at closing the achievement gap.

Goal 5: Provide appropriate resources and support.

Objective A: Advocate for resources to supporting inclusive excellence initiatives.

Objective B: Conduct regular assessments and evaluations of the plan's effectiveness and make necessary adjustments based on feedback and outcomes.

This Inclusive Excellence Plan serves as a living document that guides our ongoing commitment to fostering a diverse, equitable, and inclusive university community. We will work collaboratively to implement these strategies, regularly assess our progress, and adapt as needed to achieve our vision of inclusive excellence.

SAMPLE ACTION PLAN- Will be used by divisions to track the actions and assessments they will create to complete their goals.

Goal 1: Integrate inclusive excellence into institutional practices.

Objective A: Create inclusive excellence (IE) teams in all divisions on campus.

Action Steps What will be done?	Responsibilities Who will do it?	Timeline By, when? (day/month)	Resources A. Resources Available B. Resources needed, financial, human, political & other	Potential Barriers A. What individuals or organizations might resist? B. How?	Communications Plan Who is involved? What methods? How often
Step 1 Leads in each division work with direct reports to get representatives from each department/unit to make up the team.	VP in charge of the division	Sept. 29	Time	Some staff may be resist being part of the team.	Meet with direct reports to make the request of representative from their area. Send follow up email to them.
Step 2					
Step 3					

Evidence Of Success (*assessment tools to be used to track progress*)

Evaluation Process: As you are working on your action plan and building your evidence of success (assessment tools) you will need to answer the following questions in your annual report.

1. *What evidence do you have that your department achieve your stated actions and learning outcomes?*
2. *What have you learned because of your assessment tools?*
3. *What, if any, changes will you make to improve your success?*

Timeline

October 1, 2023: IE team should be created and trained by the CDIO.

December 1, 2023: Action plans from each division should be submitted to the CDIO.

February 1, 2024: Implementation of action plans should begin.

June 30, 2024: Annual report should be submitted to CDIO.