

Huxley EID Strategic Plan

Constituencies	Objectives: Infrastructure	Time frame	Strategic Actions	Measures of success	Lead body / unit	Resources needed	Amount	
Faculty & Staff	Oversee implementation of Plan	2017-18	Establish D & I Standing Committee, prioritize actions (HCDIP 7.1.1)					
	Connect w/ WWU level councils & activities	2017+	Huxley representatives on Senate SJEC; Pres. Div. Advisory Comm;					
	Consensus grasp & support of EID		Review, revise, adopt definitions, college mission (HCDIP 7.1.2)	(WWU-SP-Metric, "Number of <& satisfaction with> policies addressing justice and equity")				
	Share Hux. EID plans, events, stories, achievements. Easy to connect to other res.		Create EID website, incl. links to units, resources, community (HCDIP 7.1.2)			Communications position?		
	College infrastructure thoroughly and strongly formalizes & supports EID work at all levels through key documents and resource allocation			Integrate EID into HC plan & budget (HCDIP 7.1.3)				
		2017-18	Create admin professional Div. Officer for strategic recruitment, retention & HCDCA committee support (HCDIP 7.1.4)	Position remains filled, reports to Dean	Dean	Salary		
			Allocate resources for prof staff diversity support (HCDIP 7.1.3)			Space, finance, travel, etc.		
			Expand support to advising faculty & staff (HCDIP 7.1.3)					
		Write EID objectives into committee & sub-comm objectives in By-laws & policies (HCDIP 7.1.3)	(WWU-SP-Metric, "Number of <& satisfaction with> policies addressing justice and equity")					

			Support depts. with template for measuring and tracking EID outcomes (HCDIP 7.1.3)	<eg, annual activity reporting template; UEP language>	HCDCA, depts. & college		
	Determine progress on year 1 actions & revise plan as needed	2018-19	Collect, evaluate, disseminate progress (HCDIP 7.1.6)				
Staff							