

University of Northern Colorado

STRATEGIC INCLUSION AND DIVERSITY DEVELOPMENT INITIATIVE

Focus Group Meetings

Agenda

Welcome and Introductions

Overview of Processes in the Transition

- 3 Key Strategic Components
- The Purpose
- The Commitment
- The Goal
- The Outcomes

Overview of Sequence of Activities in the Overall Process

Overview of Taskforce Activities over the Next Two Months

Open Forum

- Open Questions
- Your Top Concerns
- Barriers to Success
- How to Include You
- Next Steps

STRATEGIC INCLUSION AND DIVERSITY DEVELOPMENT INITIATIVE

Focus Group Meetings

- Open Questions
 - Before we get your input on your top issues and concerns, please let us know what questions you have about this process.
 - Are there any other questions about this process?
- Your Top Concerns
 - What are the top 1-2 issues for this process?
 - Who should be involved or included in the solution?
- Barriers to Success
 - What institutional systems prohibit achievement of becoming a more welcoming University Community?
 - What interpersonal behaviors are most detrimental to building a more inclusive University Community?
 - What's not recognized, valued or respected?
- How to Include You
 - What role is best suited for your organization?
 - What role is best suited for you?
 - What can you do personally to make this transition successful?
- Next Steps
 - A series of **further communications on this process** – over the next 2-3 months
 - A series of communications and **presentations by UNC Councils and selected groups** on past, present and suggested inclusion and diversity initiatives – over the next 2 months
 - A taskforce to develop an initial, core training **“pilot” workshop** for January 2007 – over the next month
 - A taskforce to develop parameters for a **diversity and morale survey** to measure progress of the inclusion process – over the next month
 - **Transition Workshops for faculty, staff and select students** in mixed groups as equal participants – February through April '07
 - Departmental **action planning sessions** to plan, monitor and recognize/celebrate progress – February through May '07