Goal 1: Support diversity and inclusion on and off campus and foster a climate of equity for all stakeholders

Team Members: Cabinet, Admissions, Student Affairs, Deans and Chairs, Campus Life, Student Clubs and Organizations, Title IX

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<tr>
<th>USM Goal</th>
<th>UMES Goal</th>
<th>Sub-Goals</th>
<th>Action Steps</th>
<th>Performance Measures</th>
<th>Data Sources</th>
<th>Scorecard Progress Level</th>
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| Equity, Diversity, Inclusion and Civic Engagement: Valuing and Celebrating All Maryland Residents | Support diversity and inclusion on and off campus and foster a climate of equity for all stakeholders | 1.1: Confirm that all policies, procedures and practices are inclusive of all University stakeholders | Campus wide review of all policies, procedures and practices published and practiced using an agreed upon matrix for inclusivity
  Monitor Title IX investigations for increased awareness of campus issues | 100% of campus policies will be revised to demonstrate UMES understanding of inclusion by 2022. | Faculty Handbook
  Student Handbook
  Employee Handbook
  HR Policies Manual
  Training Materials
  Student Government Constitution
  Faculty Senate Constitution
  Mission, Vision and Values Statements
  Title IX reports
  NSSE, BSSE, FSSE |                                                                       |                                                                                   |                                                                                   |                                                                                                                                           |                                                                                                          |                                                                                      |
|                                                                          | 1.2: Replace or modify non-accessible facilities                           | Assess all campus building for accessibility, create action plan and budget for prioritized renovations | Incremental renovations will be scheduled and completed annually until target is achieved (limited by UMS funding) |                                                                                                                                         | Facilities Inventory
  Budgets                                                                 |                                                                        |                                                                                   |                                                                                   |                                                                                                                                           |                                                                                                          |                                                                                      |
|                                                                          | 1.3: Create Greek Life opportunities for all stakeholders                | Apply for membership in Greek and social organizations representative of diverse students on campus | At least one new organization or social program will be added annually until target is reached |                                                                                                                                         | Student Affairs Greek Life policies and information                                                   |                                                                        |                                                                                   |                                                                                   |                                                                                                                                           |                                                                                                          |                                                                                      |
|                                                                          | 1.4: Become a Veterans Serving Campus and Yellow Ribbon Program member  | Inventory requirements and make necessary applications; create infrastructure to support veteran | Completed and recognized in published materials by Spring 2021 |                                                                                                                                         | Campus information on Veterans’ experiences on campus                                             |                                                                        |                                                                                   |                                                                                   |                                                                                                                                           |                                                                                                          |                                                                                      |
### UMES Strategic Plan 2018-2020

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<td></td>
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<td>students in campus space, admissions, learning support and wellbeing.</td>
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<td>1.5: Enhance cultural competencies through curricular and co-curricular activities, including study away</td>
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<td>Review academic programs and work of study abroad office to identify growth areas; create scholarships to support study abroad; create internal certificates for cultural competency</td>
<td>Establish clear goals and outcomes for cultural competency-related performance measures</td>
<td>Examples of cultural competencies certificates; exploration of certificates for non-academic campus personnel</td>
<td>Institutional Advancement</td>
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<td>1.6: Extend partnerships with Salisbury University to change the culture of HBCU and PWI collaborations</td>
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<td>Develop MOUs with Salisbury in Title III funded areas to enhance learning opportunities especially at the HBCU Masters level</td>
<td>Develop at least three program based MOUs that are HBCU Master’s eligible focused on improvement of cultural competencies.</td>
<td>Title III reports</td>
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**Progress Level:**
- Limited
- Good
- Very Good
- Excellent
- Exceeded