



HLC Accreditation 2020-2021

## Evidence Document

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Office of the President

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# **WSU Workforce Diversity, Equity and Inclusion Plan Development Update- Spring, 2021**

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Additional information:



# WSU Workforce Diversity, Equity and Inclusion

Plan Development Update – Spring, 2021



# Components of WSU Plan

There are many components that make up the overall Diversity, Equity and Inclusion plan at WSU:

- Student Focused - Academic Affairs/Colleges/SEM/Student Affairs
- Workforce Focused – Human Resources
- Student/Workforce/Visitor Focused – Office of Institutional Equity and Compliance
- Oversight and accountability for deployment of full plan – Chief Diversity Officer

Today's update is focused on the **Workforce** component of the plan.



# History Of Workforce Plan Development

- Talent Revisioning Work Group\* - (2020)
- ADVANCE grant research - (2020-2021)
- Task Force – Diversity, Human Resources and Professional Development - (2020)
- Strategic Planning Activation Team recommendation (Goal 7) – (2019-2020)
- President’s Leadership Retreat - (Feb. 2020)

\*A group of operational leaders representing all areas of WSU as well as identified key support areas who conducted an extensive review of current Talent Management at WSU and developed a future state vision for how WSU will attract, engage, onboard and retain talent.



# Five Main Goals/Multiple Strategies

Goals designed to support the employment life cycle:

**Goal 1:** Develop comprehensive strategies, tools and processes to create/improve sourcing, posting, searches, hiring and on-boarding for all employees

- Create a comprehensive sourcing strategy
- Create a comprehensive job posting strategy
- Create a comprehensive search strategy
- Improve/enhance the hiring process
- Improve/enhance the onboarding experience



# Five Main Goals/Multiple Strategies

**Goal 2:** Develop comprehensive training and development opportunities on diversity, equity and inclusion and a plan for deploying to all employees

- Enhance Learning and Development

**Goal 3:** Expand awards and recognition to include diversity, equity and inclusion activities

- Develop plan to expand awards/recognition to include Diversity, Equity and Inclusion efforts/accomplishments



# Five Main Goals/Multiple Strategies

**Goal 4:** Develop comprehensive strategy, tools and processes to redesign annual performance evaluation for all employees

- Develop comprehensive performance evaluation strategy

**Goal 5:** Identify and implement policies, programs, processes and activities to increase diversity, equity and inclusion culture and environment

- Develop programs, policies and processes that promote Diversity, Equity and Inclusion culture and environment



# Plan Draft – Feedback Solicited

VP/Chief Diversity Officer  
ADVANCE Research  
Interim, President  
VP Finance and Administration  
Exec. Dir OIEC  
VP Student Affairs  
Co-Chairs Workforce Diversity Taskforce  
And VP HR search

Dr. Marche Fleming-Randle  
Dr. Janet Twomey  
Dr. Rick Muma  
Werner Golling  
Christine Taylor  
Dr. Teri Hall  
Dr. Edil Torres Rivera  
Dr. Voncella McCleary Jones

Council of Deans  
WSU Employee Senate  
Faculty Executive Team  
Faculty Senate  
Strategic Planning Committee  
WSU TIX Committee





# Independent Review

WSU will have the full Diversity, Equity and Inclusion plan reviewed independently by EAB before finalized.

Service included in existing contract.



## Next Steps

- Continue sharing draft plan for feedback
- Participate in development/consolidation of full plan
- Participate in independent plan review
- Develop metrics to track plan progress, in consultation with EAB