

# EQUITY ACTION PLAN

*Reviewed by Board of Trustees, May 2019*

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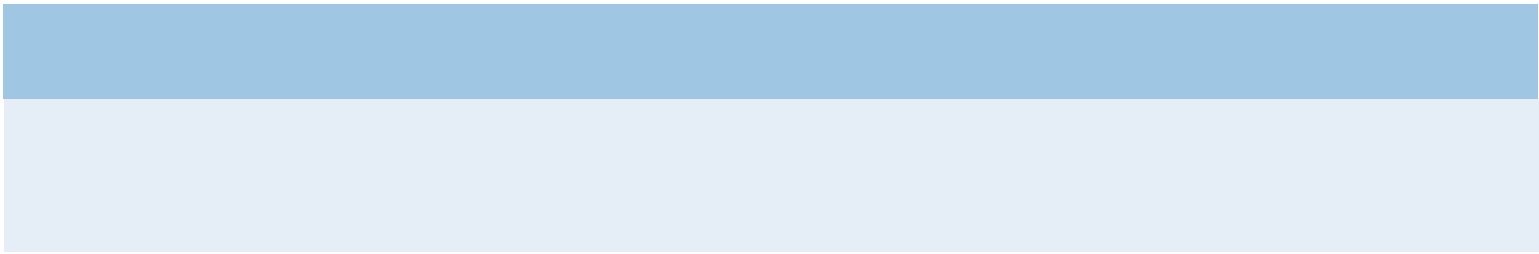








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MMA





# FOCUS AREA - CAMP, CLIMATE AND INEQUALITY (CCI)

**Goal:** Reduce the number of people affected by climate change, including those in the most vulnerable communities.

**CCIR Objective #1:** Develop and implement a climate change adaptation plan for the most vulnerable communities.

**CCIR Objective #2:** Build the capacity of the most vulnerable communities to adapt to climate change.

**CCIR Objective #3:** Develop and implement a climate change adaptation plan for the most vulnerable communities.

# FOCUS AREA - EDUCATION, CHOLERA, HIV AND EBOLA (E)

**GOAL:** Reduce the number of people affected by cholera, HIV and Ebola.

**ESS Objective #1:** Promote the use of clean water and sanitation.

**ESS Objective #2:** Promote the use of clean water and sanitation.

**ESS Objective #3:** Promote the use of clean water and sanitation.

**ESS Objective #4:** Promote the use of clean water and sanitation.



# HE PLAN





# FOCUS AREA - EMPLOYMENT ACCESS, OCCUPATIONAL AND EDUCATIONAL (EA/E)

**Goal:** Reduce unemployment by increasing the number of people in the workforce. This includes increasing the number of people in the workforce, increasing the number of people in the workforce, increasing the number of people in the workforce, increasing the number of people in the workforce.

**EA/E OBJECTIVE #1: ENHANCE PARTICIPATION, DEMONSTRATING HIGHER ENROLLMENT IN OCCUPATIONAL EDUCATION, ELABORATION, EMPLOYMENT AND INCLUSION.**

## ACTION PLAN

**EASE 1.1** Facilitate access to occupational education and training for people with disabilities.

**EASE 1.2** Increase the number of people in the workforce by providing occupational education and training.

**EASE 1.3** Enhance the number of people in the workforce by providing occupational education and training for people with disabilities.

**EASE 1.4** Increase the number of people in the workforce by providing occupational education and training.

**EA/E OBJECTIVE #2: INCREASE LEADERSHIP DEVELOPMENT AND OCCUPATIONAL PLANNING PROGRAMS AND AMPLIFY THE PIPELINE DEVELOPMENT FOR MINORITY AND INDIVIDUALS.**

## ACTION PLAN

**EASE 2.1** Increase the number of people in the workforce by providing occupational education and training.

**EASE 2.2** Increase the number of people in the workforce by providing occupational education and training.

**EASE 2.3** Increase the number of people in the workforce by providing occupational education and training.



# Promising Practices:

Es s s s.  
Es s s s s z s s s  
s s E I Q s ss ss s s  
s s.  
R s P E s s s A  
( s s) D s l s



# FOCUS: AREA - CAMP, CLIMATE AND INCLUSIVE DEVELOPMENT (CCI)

**Goal:** Reduce the impact of climate change on vulnerable populations and promote inclusive development.

**CCI OBJECTIVE #1: DEvelop, harmonize and implement common language, balanced and non-biased communication practices, activities, interventions, including content development and implementation of inclusion and appropriate language approaches.**

**AC TION, EP,**

**CCIR 1.1 D**

Develop communication materials in the national languages and local dialects.

**CCIR 1.2 R**

Review and update communication materials to ensure accuracy and relevance.

**CCIR 1.3 E**

Engage with community members to understand their communication needs and preferences.

**CCIR 1.4 I**

Implement communication materials and activities in the field, ensuring they are accessible and effective.

**CCI OBJECTIVE #2: Build and promote a safe camp, community free of bias and violence, dedicated to elimination of prejudice and promotion of inclusive development and human rights.**

**AC TION, EP,**

**CCIR 2.1 I**

Implement community agreements and codes of conduct to ensure a safe and inclusive environment.

**CCIR 2.2 R**

Report and address incidents of bias and violence promptly and effectively.

**CCIR 2.3 C**

Conduct community dialogues and activities to promote inclusivity and address concerns.

**CCIR 2.4 E**

Engage with external stakeholders to support camp safety and inclusivity.

**CCIR 2.5 E**

Engage with external stakeholders to support camp safety and inclusivity.

**CCIR 2.6**

CCI OBJECTIVE #3: DEVELOP AND MAINTAIN MEMBERSHIP AND PARTICIPATION FOR PEOPLE WITH DISABILITIES AND PEOPLE OF ALL LANGUAGES AND CULTURES IN DESIGNING AND IMPLEMENTING MEANINGFUL OPPORTUNITIES FOR AFFIRMATIVE SOCIAL IDENTITIES AND HEALTH, AND LEARNING, DIFFERENCE, PEOPLE.

**AGION/EP**

**CCIR 3.1** Es /s s /s s s s ss s s

**CCIR 3.2** S s s s s

**CCIR 3.3** E L L C s s s s

### Promising Practices:

F S s s s ss

S ss s.

I s s ss - , s ' s, ' s.

I s s s s s s

C ( s:// . . / /s - / -s - / s- s - s s ).

T s s s AVP/D VP S L &

D S C , Ass D S S ss.

I s /CDO, V P s

P ss P P s I (PPI) s s , s -

s C s N s P .

# FOCUS AREA - EDUCATION, CHOLERA, HIP AND ELITE (ELITE)

## Goal: R

S S S S S S S S S S  
 S S S S S S S S S S  
 S S S S S S S S S S  
 S S S S S S S S S S

EDUCATION: OBJECTIVE #1: PROVIDE OPPORTUNITIES TO ENHANCE FACILITY MEMBERS' IN-CLASS ALFLENC  
 ENHANCE THEIR ABILITIES TO DEVELOP INCLUSIVE PEDAGOGICAL AND CURRICULAR M.

### ACTION: EP

#### ESS 1.1 P

S S S S S S S S S S

#### ESS 1.2 B

SS S S S S S S S S

#### ESS 1.3 E

F F S P S S S S S S

#### ESS 1.4 D

S S S S S S S S S S

EDUCATION: OBJECTIVE #2: AN FORMAL CURRICULAR MAPPING, CAMP, TO BE EMBEDDED IN CLASS ALFLENC  
 LEARNING GOALS IN PREPARATION, EVALUATION, AND DELIVERY OF PEDAGOGICAL AND PRACTICE.

### ACTION: EP

#### ESS 2.1 I

S S S S S S S S S S

#### ESS 2.2 Ass ss

SS S S S S S S S S

#### ESS 2.3 I

S S S S S S S S S S

#### ESS 2.4 D

S S S S S S S S S S

#### ESS 2.5 D

SS SS S S S S S S S S

# ESS 3: INCORPORATING DESIGN INTO ALTERNATIVE HOUSING POLICY AND CO-CREATION, AFFORDABLE HOUSING DEVELOPMENT, AND COMMUNITY-BUILDING.

### AGENDA, EP

ESS 3.1 P

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

ESS 3.2 P

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

ESS 3.3 D

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

ESS 3.4 Ass

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

ESS 3.5 D

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

# ESS 4: ENHANCING THE QUALITY OF AFFORDABLE HOUSING THROUGH POLICY, DESIGN, AND COMMUNITY-BUILDING; AND BELONGING AND POLITICAL AFFILIATION.

### AGENDA, EP

ESS 4.1 D

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

ESS 4.2 P

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

ESS 4.3 D

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

ESS 4.4 D

Develop a strategy to integrate design into the development process, including public consultation and community engagement.

### Promising Practices:

Cities, Counties, States, Federal, State, Local, Tribal, OAs, PAs, RAs, Veterans, Business, Residents, Homeless, Community Development, and others.

# FOCUS AREA - INFRASTRUCTURE AND LEADERSHIP (IL)

## Goal: R

Strategic, financial, physical and human resources to achieve the organization's mission and vision.

**IL OBJECTIVE #1: IMPLEMENT CLINICAL CHANGE ACROSS ALL ECOSYSTEMS OF THE NETWORK TO IMPROVE THE QUALITY OF CARE AND INCLUSION EFFORTS.**

### ACTION PLAN

**IL 1.1** Develop and implement clinical change across all ecosystems of the network to improve the quality of care and inclusion efforts.

**IL 1.2** Identify and address clinical change across all ecosystems of the network to improve the quality of care and inclusion efforts.

**IL 1.3** Monitor and evaluate clinical change across all ecosystems of the network to improve the quality of care and inclusion efforts.

**IL OBJECTIVE #2: EFFICIENTLY ALLOCATE AND MANAGE THE NETWORK'S FINANCIAL, PHYSICAL AND HUMAN RESOURCES TO ACHIEVE THE ORGANIZATION'S MISSION AND VISION.**

### ACTION PLAN

**IL 2.1** Develop and implement financial, physical and human resource management across all ecosystems of the network to improve the quality of care and inclusion efforts.

**IL 2.2** Monitor and evaluate financial, physical and human resource management across all ecosystems of the network to improve the quality of care and inclusion efforts.

**IL 3.2** T P s , V P s E E V P s , V P s E  
M s s ss, s s s

**IL 3.3** T B T s s P s 's C s s  
s s ss s ss s

**IL 3.4** Es s l s E s B C s s  
ss s ss ss s s s s s

**IL OBJECTIVE #4: ESTABLISH A LEADER IN DIVERSITY, EQUITY AND INCLUSION EFFORTS IN THE AREA AND REGION.**

**ACTION PLAN:**

**IL 4.1** Es s s s z s ss s.

**IL 4.2** R s s s s s

**IL 4.3** Es s C s D s l s s s ss s  
s s s s s s D s l s s P ,  
s L s s s

**IL 4.4** E s s, s s

**IL 4.5** E z s z s  
B V S

**Promising Practices:**

D D s s  
J 2018 S E A ss  
D l s s  
L s  
P s E s Y s ss  
Es s B T s s D s , E l s C

## Student, Access, Success and Equity

D s                      s s                      s                      ↗  
D s                      s                      /                      s                      ,                      ↗  
G                      s                      ss                      ↗                      s s

## Employee Access, Success and Equity

D s  
D s  
D s







# INCLUSIVE EXCELLENCE MODEL (WILLIAMS, BEGHE & MCCLENDON, 2005)

D... ab... A... A... C...  
 a U... (AACU) a... b... a...  
 U... W... , Fa... a Sa U...

## Access and Equity

T... S... S... S... SS... S... S...  
 S... S... S... S... S... S...

## Diversity in the formal and informal curriculum

D... S... S... S... S... S... S... SS...  
 S... S... S... S... S... S...

## Campus Climate

T... S... S... S...  
 S... S... S... S...

## Student Learning and Development

T... S... S... S... S... S...  
 S... S... S... S...

# DEI PLANNING FRAMEWORK

## 1. Access, Success and Equity

R R D s S B  
R R D s  
E s s s s.

## 2. Campus Climate and Intergroup Relations

D S I s s D s  
C C s C / s  
F s s s s SS s

## 3. Education, Scholarship and Service

D C T F s s S s C  
C s -  
D C T F s s I C C s  
- s, SS  
E s s s s  
SS s  
F s [ s ]

## 4. Infrastructure

D s L s M  
B s s s  
s  
C O z C S O D s G s  
C s s s s  
s s s  
B s s s SS s SS,  
s , s  
s s s

# AKFO CE

S... A..., S... a... E...

# AKFO CE (CON IN ED)

I a s a L a

Sue Bosco (Co Chair) Professor, School of Business

Lorraine Lalli (Co chair) Assistant Dean of Students, School of Law

J B s S

B C , P ss , C

J D s , Ass s V P s I s R s

B G s , D , S S N S s

R H , Ass s V P s E M R , s C

A K s , Ass s P ss , S B s ss

M L , V P s A T s M

C s P , Ass s V P s - I s A

L s R , V P s I s A ( )

J S ss , C -G C s

S , D , S A , A H s P s

B s , I C S S

N T , C