



RIDER
UNIVERSITY

Center for Diversity
and Inclusion

UNITY + DIVERSITY = UNIVERSITY

Center for Diversity and Inclusion

Strategic Plan 2023 - 2028



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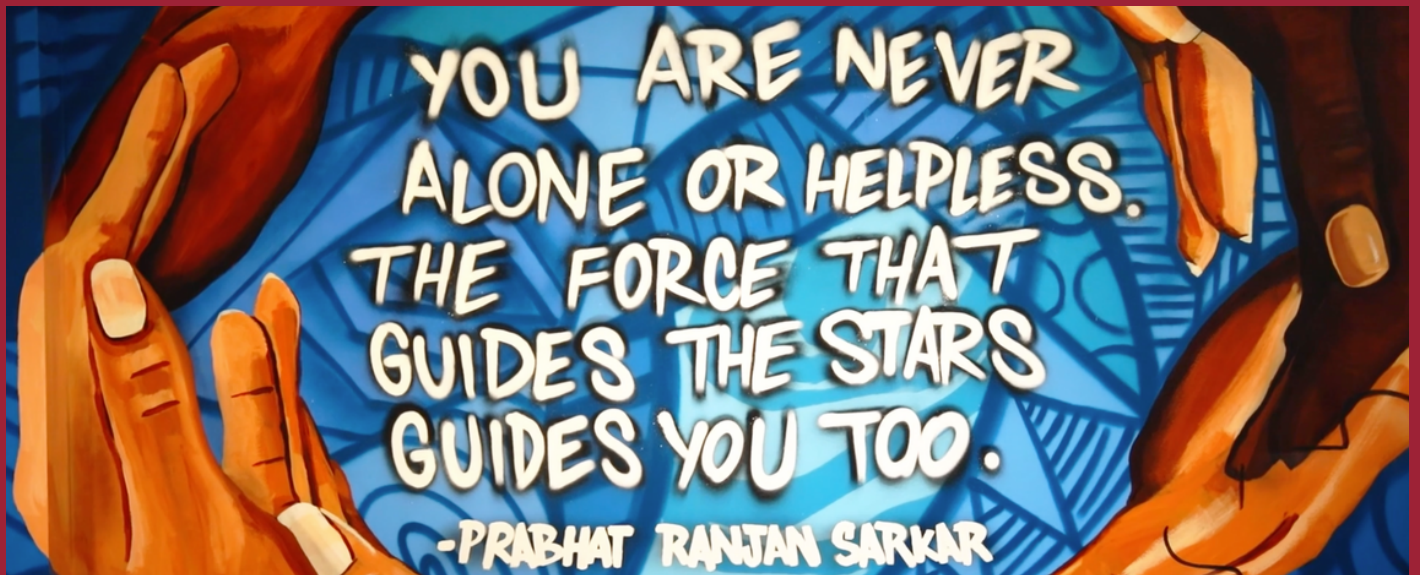
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Introduction

Who are we?

The Center for Diversity and Inclusion (CDI) at Rider University supports the University's efforts to reach and foster the understanding and appreciation of different cultures and ways of life that are shared by diverse groups of people through programming, policies, and best practices.

The work of CDI promotes a genuine sense of belonging for all students at Rider. CDI makes individuals feel welcome by creating a warm environment that includes music, artwork, and other visual images of diverse cultures and identities. Faculty, staff, alumni, and peer mentor support, student engagement, retention, and persistence to graduation by educating and expanding awareness across the entire Rider community on issues of equity and inclusion.

Why a Strategic Plan?

A Strategic Plan for CDI is important for us to:

- Set goals and objectives to align with the University's mission and vision, along with the Rider Inclusive Excellence Plan.
- Identify priorities and allocate resources accordingly.
- Build consensus among stakeholders, including students, faculty, staff, and administrators, all of whom are working toward the same goals and objectives.
- Enhance accountability by setting specific performance metrics and evaluation criteria.
- Improve communication with stakeholders by outlining CDI goals, objectives, and strategies to build trust and confidence in order to ensure that everyone is on the same page.

Who was involved?

To begin the process, a SWOT Analysis was performed by the CDI Executive Director and the CDI team of seven student workers. We examined institutional and historical data, past reports and reviews, the Strategic Plan of Rider University, *Our Path Forward*, and the *Rider Inclusive Excellence Plan*.

The Rider Promise

Rider University welcomes students from throughout the region, across the nation, and around the world who seek to be challenged and supported as active members of our inclusive and vibrant living and learning community. Committed to student growth, transformation and leadership, we connect rigorous academic, artistic and professional programs of study with a rich array of learning experiences that engage students inside and outside the classroom. We prepare graduates to thrive professionally and to be lifelong independent learners and responsible citizens who embrace diversity, support the common good, and contribute meaningfully to the changing world in which they live and work.

The Rider

P R O M I S E

Prepared to
contribute
meaningfully
to the changing
world in which
they live and
work

Respectful
of all people,
rights,
freedoms
and
individual
differences

Open to a life
of
independent
learning

Motivated to
be
responsible
citizens who
support the
common
good

Innovative,
creative
and
resourceful

Skilled and
thriving
professionals,
educators, artists
and performers

Engaged
in their
communities
as leaders and
role models

The Rider PROMISE is offered as a representation of the mission. It is inspired by our recent 150th anniversary which embraced the tagline, Fulfilling the Promise. This tagline was, in turn, inspired by Andrew J. Rider himself as discussed in the historical books written by Dr. Walter A. Brower '48, former Dean of the School of Education. Andrew J. Rider declared in 1883 that Rider's future was full of promise. The Rider PROMISE is offered as part of the mission in response to student feedback that we try to represent the mission in a visual or graphic way.

The CDI Community Pledge

We ask that all members of our community commit to upholding the following values.



I PROMISE TO:

- Consciously promote acceptance and demonstrate respect.
- Dedicate myself to actively listen to each person's story.
- Learn from and embrace differences among identities.
- Recognize commonalities and shared experiences.
- Practice inclusive language and be open to learning.
- Educate others to foster an inclusive community that treats every person with dignity and respect.

OUR MISSION AND VISION

Our Mission

The Center for Diversity and Inclusion (CDI) at Rider University supports the University's efforts to reach and foster the understanding and appreciation of different cultures and ways of life that are shared by diverse groups of people through programming, policies, and best practices.

In alignment with Rider's mission which seeks to prepare "...responsible citizens who embrace diversity, support the common good, and contribute meaningfully to the changing world in which they live and work," the Center promotes understanding of complex social issues across multiple social identities for all students while additionally supporting students who have been traditionally underrepresented, marginalized, underresourced, and/or identify as first-generation.



Our Vision

CDI seeks to offer a safe and brave place wherein its visitors feel a sense of belonging and are provided with a space where students' and others' voices are heard in considering the principles of justice, equity, and inclusion which are intended to prevail for the entire diverse Rider community, including all identities of those who are connected to the University.





Pillar 1

Inclusivity and Equity

The Center for Diversity and Inclusion (CDI) continues to promote an environment that is welcoming and respectful to all individuals, regardless of their race, ethnicity, gender, sexual orientation, or any other characteristic that may make them different. CDI works to eliminate bias and discrimination in all aspects of the institution, from incoming students, faculty, and staff, to the way people are treated at Rider. Having this pillar, or priority, ensures that everyone has equal access to opportunities and resources, and that their contributions are valued and recognized.

Pillar 2

Resourcefulness and Support

The second priority for CDI focuses on providing the resources and support necessary for individuals from diverse backgrounds to succeed. This includes training programs, mentorship opportunities, access to networks, and other resources. It also involves creating a culture of support and understanding, where individuals feel comfortable asking for help and know that their needs will be met.



Pillar 3

Programming and Education

The third pillar is centered around creating educational opportunities that promote diversity, equity, and inclusion. This may include workshops, seminars, and other training programs that help individuals better understand different cultures and perspectives. It also involves creating programming that celebrates diversity, such as cultural events and festivals.

Pillar 4

Collaboration and Networking

Finally, the fourth priority for CDI focuses on building relationships and connections between individuals from diverse backgrounds. It involves creating opportunities for people to work together on projects and initiatives, and to share their experiences and knowledge. It also involves fostering a sense of community and belonging, where individuals feel connected to each other and to Rider University as a whole.

Goals, Objectives, and Action Items

Goal 1

Increase student engagement and attendance at CDI events and programming.

Objectives:

- 1.1) Increase student awareness of CDI events and programming through the student ambassador program.
- 1.2) Increase collaboration with other student organizations to attract a broader range of students to CDI events and programming.
- 1.3) Increase attendance at CDI events and programming by incentivizing student participation.

Action Items:

- 1.1a) Create a student ambassador program to promote CDI events and programming on social media.
- 1.2a) Host more events in collaboration with other student organizations on campus.
- 1.3a) Offer incentives for students who attend a certain number of CDI events.

Goal 2

Improve communication and collaboration between CDI staff members and other departments/organizations on campus.

Objectives:

- 2.1) Facilitate regular meetings between CDI staff and representatives from other departments/organizations to explore collaboration opportunities.
- 2.2) Increase visibility of CDI events and programming by sending out a campus-wide newsletter.
- 2.3) Foster stronger relationships between CDI and other departments/organizations on campus by establishing a CDI liaison for each department/organization.

Action Items:

- 2.1a) Host monthly meetings with representatives from other departments/organizations to discuss collaboration opportunities.
- 2.2a) Develop a CDI newsletter to be sent out to all departments/organizations on campus.
- 2.3a) Establish a CDI liaison for each department/organization on campus.

Goals, Objectives, and Action Items (cont'd.)

Goal 3

Enhance the physical space of CDI to offer more opportunities for student engagement and relaxation.

Objectives:

- 3.1) Increase the academic support offered by CDI by creating more accessibility to the meeting spaces.
- 3.2) Improve the comfort of the CDI space by offering more comfortable options (e.g., soft music, more awareness of board and video games).
- 3.3) Improve the convenience of the CDI space by promoting the small kitchenette area for students to prepare and store snacks.

Action Items:

- 3.1a) Promote the meeting spaces in CDI more intentionally.
- 3.2a) Offer signage to encourage students to use music, board, and video games for relaxation purposes.
- 3.3a) Promote the usage of the small kitchenette area for students to prepare and store snacks.

Goal 4

Increase funding and resources for CDI to expand programming and support for students.

Objectives:

- 4.1) Develop and implement a fundraising campaign to increase CDI's financial resources.
- 4.2) Expand CDI's funding sources by seeking out external funding opportunities from local businesses and organizations.
- 4.3) Increase CDI's capacity to offer events and programming by increasing the budget allocated for these activities.

Action Items:

- 4.1a) Develop and implement a fundraising campaign for CDI.
- 4.2a) Seek out external funding opportunities from local businesses and organizations.
- 4.3a) Increase the budget for CDI events and programming.

Goals, Objectives, and Action Items (cont'd.)

Goal 5

Develop and implement workshops and educational programming on current social justice issues.

Objectives:

- 5.1) Increase student engagement with social justice issues by hosting a series of workshops on topics like microaggressions, allyship, and intersectionality.
- 5.2) Expand the scope of CDI's educational programming by partnering with local organizations and activists to bring in guest speakers for events and workshops.
- 5.3) Increase the accessibility of CDI's educational programming by developing an online resource center for students to access educational materials and resources.

Action Items:

- 5.1a) Host a series of workshops on topics such as microaggressions, allyship, and intersectionality.
- 5.2a) Partner with local organizations and activists to bring in guest speakers for events and workshops.
- 5.3a) Develop an online resource center for students to access educational materials and resources.

Goal 6

Increase diversity and representation within CDI staff and student workers.

Objectives:

- 6.1) Foster a more diverse and inclusive workplace by developing a diversity and inclusion hiring policy for CDI staff and student workers.
- 6.2) Increase the diversity of CDI's student workers by partnering with diversity-focused student organizations on campus to recruit new student workers.
- 6.3) Foster a more inclusive workplace culture by offering diversity and inclusion training for all CDI staff and student workers.

Action Items:

- 6.1a) Develop a diversity and inclusion hiring policy for CDI staff and student workers.
- 6.2a) Partner with diversity-focused student organizations on campus to recruit new student workers.
- 6.3a) Offer diversity and inclusion training for all CDI staff and student workers.

Goal 7

Improve organization and time management within CDI operations.

Objectives:

7.1) Increase CDI staff productivity and efficiency by developing a project management system to track progress on projects and events.

7.2) Increase collaboration and communication within CDI staff by hosting weekly staff meetings to discuss upcoming events and projects.

7.3) Improve the timeliness of CDI's operations by establishing a clear timeline for each project and event.

Action Items:

7.1a) Develop a project management system for CDI staff to track progress on projects and events.

7.2a) Host weekly staff meetings to discuss upcoming events and projects.

7.3a) Establish a clear timeline for each project and event to ensure timely completion.



5-Year Assessment Cycle/Plan and Tools

YEAR 1 (2023-24)

- Conduct a pre-test evaluation to assess student engagement and attendance at CDI events and programming.
- Conduct interviews with CDI staff and representatives from other departments/organizations to assess the effectiveness of communication and collaboration between CDI and other campus entities.
- Conduct a focus group with students to assess the physical space of CDI and identify potential areas for improvement.
- Develop and implement a fundraising campaign to increase CDI's financial resources.

YEAR 2 (2024-25)

- Conduct a mid-term evaluation to assess the progress made in increasing student engagement and attendance at CDI events and programming.
- Conduct exit interviews with CDI staff and student workers to assess the effectiveness of the diversity and inclusion hiring policy and the impact of diversity and inclusion training.
- Conduct a debrief with CDI staff to assess the effectiveness of the project management system and explore potential areas for improvement.

YEAR 3 (2025-26)

- Conduct a reflection with student ambassadors to assess the effectiveness of the program in increasing student awareness of CDI events and programming.
- Conduct a survey with students to assess the impact of the increased collaboration with other student organizations on attendance at CDI events and programming.
- Conduct a pre-test evaluation to assess the effectiveness of the workshops and educational programming on current social justice issues.

5-Year Assessment Cycle/Plan and Tools (cont'd.)

YEAR 4 (2026-27)

- Conduct a mid-term evaluation to assess the progress made in enhancing the physical space of CDI.
- Conduct interviews with CDI staff and representatives from other departments/organizations to assess the effectiveness of the CDI liaison program.
- Conduct a post-test evaluation to assess the effectiveness of the workshops and educational programming on current social justice issues.

YEAR 5 (2027-28)

- Conduct a reflection with CDI staff to assess the effectiveness of the fundraising campaign and the impact of external funding opportunities.
- Conduct a survey with students to assess the impact of the increased budget allocation on the capacity of CDI to offer events and programming.
- Conduct a debrief with CDI staff to assess the effectiveness of the clear timeline established for each project and event.

TOOLS

- **Surveys:** To gather feedback from students on various aspects of CDI events, programming, and services.
- **Reflections:** To gather feedback from CDI staff, student ambassadors, and student workers on their experiences with CDI.
- **Exit Interviews:** To gather feedback from CDI staff and student workers who are leaving their positions.
- **Interviews:** To gather feedback from CDI staff and representatives from other departments/organizations on communication and collaboration.
- **Focus Groups:** To gather feedback from students on the physical space and programming of CDI.
- **Debriefs:** To gather feedback from CDI staff on the effectiveness of various processes, programming, and systems.
- **Pre and Post-Tests/Evaluations:** To assess the effectiveness of workshops and educational programming on current social justice issues.

A Special Thanks to the CDI Team!



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