



A Diverse Campus Culture  
It's who we are and what we value



# Diversity Strategic Planning at Georgia State University

Presented by:

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## Objectives of this Session:

- Identify what is achievable through a DSP
- Identify pitfalls to an effective DSP
- Understand the difference between Diversity Programming and Diversity Strategic Planning
- Steps in the DSP Process
- Review Draft Framework for the DSP at GSU



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## What We Want to Achieve through Diversity Strategic Planning

- Leverage GSU's Mission/Vision by identifying its diversity edge
- Develop a blue print for action
- Assess GSU's readiness for a DSP
- Identify key topics for inclusion in GSU's Strategic Plan (White Paper)



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# Diversity Programming vs. Diversity Strategic Planning

## Diversity Programming

- Focused on one time events
- Difficult to recognize the ROI
- Hit or Miss
- Not Systemic...Normally becomes the responsibility of very few offices
- Very useful to GSU

## Diversity Strategic Planning

- Focused on long term
- The Plan supports the Mission...ROI realized
- Planned with a purpose
- Becomes the responsibility of the Institution
- Essential to the function of GSU



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## Key Phrases to become familiar with:

- Diversity Strategic Planning
- GSU Strategic Planning
- White Paper
- Diversity Strategic Planning Committee
- Senate Cultural Diversity Committee
- ODDEP



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# Steps in the DSP Process

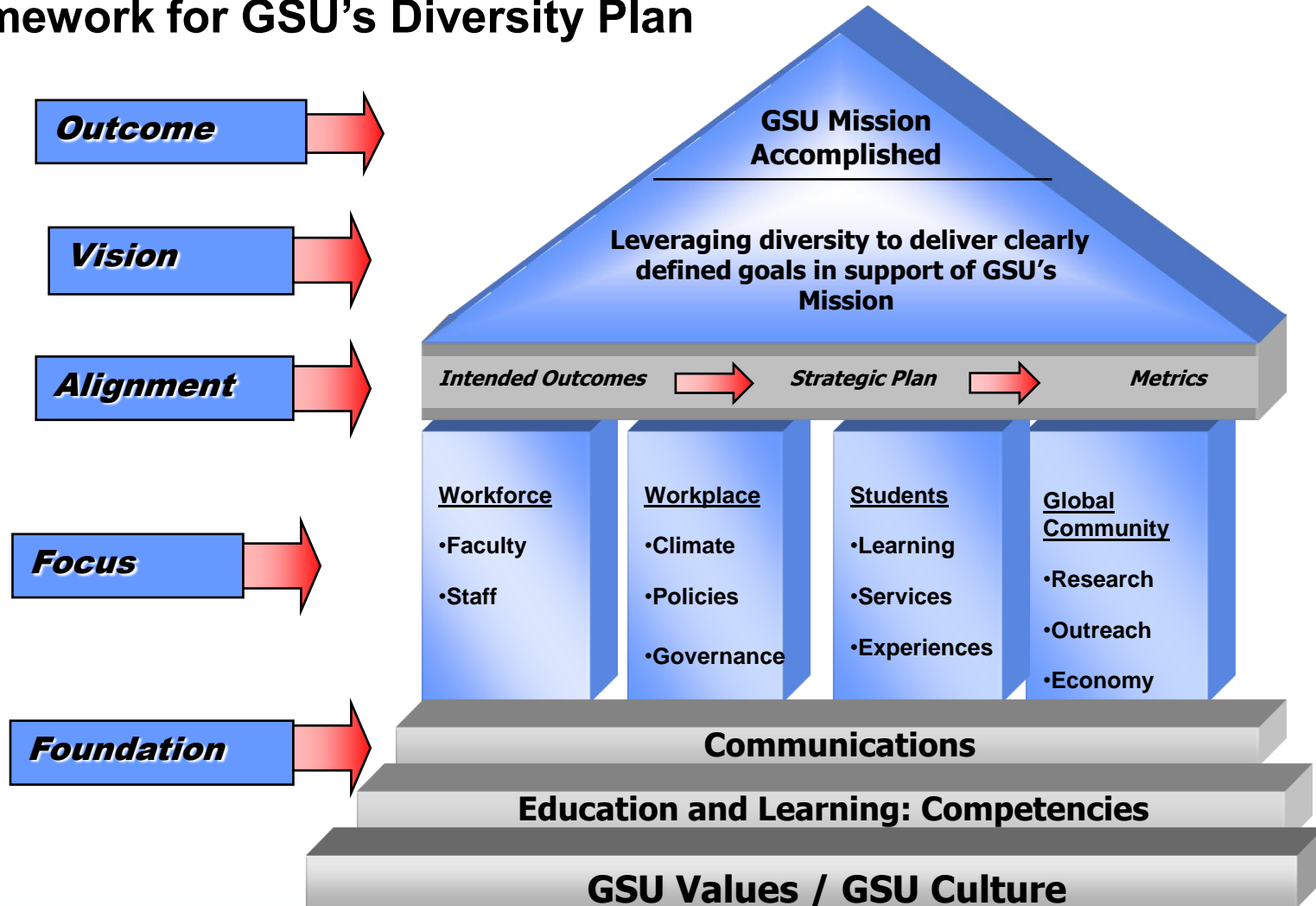
- Planning the Planning Process
- Articulate the Mission/Vision of Diversity at GSU
- Assess, through ongoing initiatives, what is going on at GSU as it relates to Diversity
- Prioritize the issues needing attention
- Write the Draft DSP
- Share with University Community for feedback
- Complete a Final DSP with Intended Measures
- Write the White Paper (with attachments)
- Assign Responsibilities for the Implementation of the DSP
- Implement the DSP
- Monitor and evaluate the DSP



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## Framework for GSU's Diversity Plan





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# QUESTIONS