2021-2024 Diversity Plan v.2

01 Introduction
02 Organizational Diversity
03 Diversity Education
04 Overall Climate
ALIGNMENT WITH THE UNIVERSITY’S EFFORTS

Texas A&M and the Division of Student Affairs along with the Office of the Vice President and Associate Provost for Diversity created a Diversity Plan for the university which outlines three primary goals for Texas A&M in regards to Diversity.

In order to best fulfill Diversity as a value of the Memorial Student Center, and align with the values of the University, a connection was drawn in the previous Diversity Plan, and is maintained in this document, to the University’s efforts by adapting those three primary goals:

• **Accountability** is aligned with **Organizational Diversity** to ensure that Memorial Student Center committees, students, and staff members actively consider TAMU Diversity initiatives in all of their efforts.

• **Climate** is aligned with **Overall Climate** to ensure that the Memorial Student Center provides a welcoming environment for all students, staff, faculty, former students and guests.

• **Equity** is aligned with **Diversity Education** to ensure that all students and staff in the Memorial Student Center are treated equitably.

The 2021-2024 Diversity Plan is a strategic plan created through the analysis of contemporary theories and with careful consideration of the MSC climate and constituents. The plan incorporates strategies and success indicators that are categorized into three areas of responsibility of the MSC Diversity team to best reflect the MSC’s commitment to diversity, equity, inclusion and access. The 2021-2024 Diversity Plan outlines intentional actions to develop and shape tomorrow's global leaders.
DIVERSITY COMMITMENT STATEMENT

The Memorial Student Center promotes an inclusive culture through discussion and education, encouraging students to explore new perspectives addressing issues related, but not limited to, race, ethnicity, gender, sexual orientation, class, ability, language, nationality, religion, age, status, and globalization.

DIVERSITY VISION STATEMENT

The Memorial Student Center will strive to be the leader in diversity efforts among the Division of Student Affairs through programming and the development of leaders in the pursuit of creating a diverse marketplace of ideas.

DIVERSITY VALUES

COMMUNITY
The Memorial Student Center strives to be a collective of unique individuals with shared interests and goals.

INCLUSIVITY
The Memorial Student Center is committed to creating spaces and a culture that promote collaborative growth.

TRANSFORMATIONAL CHANGE
The Memorial Student Center will strive to create a culture that promotes the progressive and changing campus climate.

CULTIVATE PASSION
The Memorial Student Center celebrates an environment that fosters creative, progressive, and innovative ideas for programs and leadership development.
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<th>2021-2022</th>
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<td><strong>OBJECTIVES</strong></td>
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<td>• Generate visibility of all MSC committees to new members and existing members</td>
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<td>• Focus on Diverse Retention (6 committees)</td>
<td>• Commit to creating spaces and a culture that promote collaborative growth.</td>
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<td>• Develop Action Plan whether or not our student leadership teams reflect the diversity of the university</td>
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<th><strong>SUCCESS INDICATORS</strong></th>
<th><strong>SUMMER SEMESTER</strong></th>
<th><strong>FALL SEMESTER</strong></th>
<th><strong>SPRING SEMESTER</strong></th>
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<td>• Survey Review by MSC Executives, Advisors, and Chairs</td>
<td>• Order MSC Diversity T-shirt for MSC Officers</td>
<td>• Benchmark MSC Diversity Values (Chairs)</td>
<td>• Assess committee implementation of MSC Diversity Values (Chairs)</td>
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<td>• Present Survey information to assist with recruitment and selections</td>
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<td>• Conduct recruitment best practices workshop at Diversity Program Assembly</td>
<td>• Conduct informational for Chair/Resource Director positions with at least 25 attendees</td>
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<td>• Increase in overall retention from freshman year</td>
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<td>• Collect ELIAS/Get Involved data for Student Affairs Assessment, Research &amp; Planning to update MSC Demographics Dashboard</td>
<td>• Debrief results of the MSC Demographics Dashboard with Chairs / Send link to advisors</td>
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<td>• Debrief results of the MSC retention survey for members w/advisors and chairs</td>
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<td>• Conduct informational for MSC Officer positions with at least 20 attendees</td>
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<td>• Update / Post MSC Officer positions in Get Involved</td>
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<td>• Train Chairs (DPA) and Advisors (Advisors’ Meeting on Get Involved)</td>
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- Utilize ELIAS/Survey Data in membership and program marketing
- Generate visibility of all MSC committees to new members and existing members
- Focus on Diverse Retention (5 committees)
- Debrief results of the MSC retention survey for members w/advisors and chairs
- Survey Review by MSC Executives, Advisors, and Chairs
- Present Survey information to assist with recruitment and selections
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<td>• Implement three (3) diversity training requirement per MSC committee annually</td>
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<td>• Facilitate optional peer to peer learning (Good I.D.E.A. Workshops)</td>
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**FALL SEMESTER**
• Host Diversity Summit with Outdoor Adventures with one representative from each MSC committee

**FALL & SPRING SEMESTERS**
• 36 diversity trainings reported; one training per semester, per committee
• 25% increase IG followers from 520 to 650
• Facilitate 6 Diversity Program Assemblies incorporating Overall Climate (EVPO) and Organizational Diversity (VPD)
• Facilitate a recognition system - Diversity Distinction Program with 50% of committees achieving distinction
• Complete quarterly reports to Office of Compliance & Ethics that outline:
  1. Trainings provided and/or attended
  2. Initiatives to enhance compliance communication
  3. New systems or processes that will enhance compliance
  4. Stakeholder, workgroups, task force meetings, etc. related to compliance topics
• Facilitate monthly diversity trainings with special speakers (Diversity Program Assemblies)
• Implement three (3) diversity training requirement per MSC committee annually
• Train individual committees on use of inclusive language and imaging
• Administer and evaluate DCAT post survey
• Reporting to Office of Compliance & Ethics on trainings
• Complete 1-1s re: all diversity education

**SUCCESS INDICATOR**
• Inclusion of the MSC common language in Diversity Education Guide
# Overall Climate

## Objective

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| * Facilitate MSC Diversity Survey  
* Work with EVPP to transition MSC Diversity Values to program evaluation form and to omit mentions of TAMU Diversity | * Strive to be the leader in diversity efforts among the Division of Student Affairs through programming and the development of leaders in the pursuit of creating a diverse marketplace of ideas. | * Strive to be the leader in diversity efforts among the Division of Student Affairs through programming and the development of leaders in the pursuit of creating a diverse marketplace of ideas. |

## Success Indicator

### Summer Semester
- Work with Executive Team to update diversity training tiers / requirements
- Work with Executive Team to implement recognition system, Diversity Distinction Program; Work with MSC Marketing on concept

### Fall Semester
- Partner with Student Affairs Assessment, Research and Planning (formerly Student Life Studies) to produce focus groups
- Conduct three focus groups to better understand MSC Climate Survey data with 35 participants from 100% of committees

### Spring Semester
- Debrief on focus group key findings / action items to the following constituents:
  - Executive Team
  - MSC Board of Directors
  - MSC Chairs
  - MSC Advisors

### Fall & Spring Semesters
- 30% of all MSC programs will have a diversity and/or inclusion focus (MSC Metrics Form)
- Conduct at least two Chair 1-1 sessions; delegating among the entire MSC Diversity team

### 2021-2022
- MSC Diversity Survey results during fall semester
- Present survey data during spring semester
- 30% of response rate to MSC Diversity Survey
- 30% of MSC programs will support MSC Diversity Values on program evaluations

### 2022-2023
- Facilitate MSC Diversity Survey (MSC climate survey)
- MSC Diversity Survey results during fall semester
- Present survey data during spring semester
- 30% of response rate to MSC Diversity Survey