The goal of this strategic planning exercise is the identify action steps (aligned with the strategic diversity plan) that your academic unit can reasonably accomplish in the next 12-18 months.

1. **REVIEW**: Familiarize yourself with the UMKC Strategic Diversity Plan [http://www.umkc.edu/diversity/council/](http://www.umkc.edu/diversity/council/) so that you can align your action plan with the goals and objectives of that document. The plan contains a number of examples of possible activities that might be pertinent to your academic unit.

2. **INVENTORY**: Using the form “Inventory of Diversity Initiatives”, complete and inventory diversity initiatives you are already doing in your unit.

3. **ASSESS**: Access pertinent data regarding student, staff and faculty (e.g. Retention, attrition, turnover, composition). Program and department data is available by accessing the SSO password protected site [http://irapweb.umkc.edu/profile/](http://irapweb.umkc.edu/profile/). Review these data (disaggregated by race and gender) as a starting point in understanding potential diversity and inclusion issues in your department or program. There may be other information you determine is important to getting an understanding of your department/program needs and goals.

4. **DISCUSS**: Convene discussions with faculty, students and staff for the purpose of assessing gaps or emerging concerns about diversity and to gather ideas about possible solutions.

5. **ATTEND**: You are welcome to attend a special session that will be held (or can be arranged for your unit) to assist in action plan development.

6. **DRAFT**: Use the Diversity Strategic Plan Template to develop your plan of action. Address the diversity dimensions outlined in the UMKC Diversity Strategic Plan, including (1) Access, Representation and Access (2) Climate and Campus Environment (3) Responsive Teaching, Research and Experiential Learning (4) UMKC and the Urban Community Partnership and (5) Institutional Infrastructure and Resources.

7. **ASK**: If you need assistance or diversity resources in the development of your action items, please contact the Division of Diversity and Inclusion at 235-6704.

8. **REMEMBER**: The purpose of the “Embrace Diversity” academic unit plan is to not just identify initiatives that are already in place and working well. Rather, the intent of the plan is to identify areas where improvement is needed and progress can be made.

9. **SUBMIT**: Two forms—the “Embrace Diversity” unit action plan and your Diversity Initiative Inventory should be submitted to Susan B. Wilson PhD, Vice Chancellor of Diversity by January 31, 2014.