

Human Development and Family Studies Diversity Plan (2010-2017)

The Department of Human Development and Family Studies is committed to enhancing diversity in all forms as described in the University Diversity Plan. HDFS Strategic Plan 2010-2017 goals specifically linked to diversity include:

- Goal 1.0 Develop and target traditionally underserved populations in undergraduate & graduate recruitment
- Goal 2.0 Develop and coordinate active recruitment and retention programs related to underserved populations
- Goal 3.0 Grow the base of faculty, administrative professional, classified employees, and graduate assistants who are from diverse backgrounds and /or who focus on diversity issues as their research interest
- Goal 4.0 Strengthen HDFS research that focuses on diversity and diverse populations
- Goal 5.0 Grow the knowledge base and awareness of cultural competence among faculty, graduate students, administrative professionals, and classified staff

In response to the College of Applied Human Sciences Diversity Plan, the following planning document was created by the Department Head and Governance Committee in December 2009, and approved by the larger faculty in January 2010.

Strategic Choice 1: Increase visibility of HDFS to underserved populations, particularly freshmen and sophomore, at CSU by presenting HDFS as a major at key clubs, gatherings such as GLBT, First Generation students, advocacy office gathering.

- Goal 1 Develop and target traditionally underserved populations in undergraduate & graduate recruitment.**
 - Strategy 1 Make or participate in at least 2 yearly presentations at feeder schools with significant number of diverse students such as Metro State
 - Strategy 2 Make or participate in at least 2 yearly presentations at junior colleges with significant number of diverse students.
 - Metric 1 HDFS faculty will identify key venues to make an outreach contact/presentation, and will report back in terms of effort and outcome.

Strategic Choice 2: Recruit, retain and graduate a student body that supports the land-grant mission of the university to provide access and opportunity to individuals from all segments of society. Sufficiently increase the number of students from underrepresented groups to contribute to the creation of an effective learning environment that benefits all of its members. (University Diversity Plan: Strategic Choice 2).

Goal 1 Develop and target traditionally underserved populations in undergraduate & graduate recruitment

- Strategy 1 Work with University’s Enrollment and Access active recruitment plan to support diversity among students.
 - Metric 1 Increase the percent of undergraduates from diverse groups who apply to HDFS.
 - Metric 2 Increase the percent of graduate students from diverse groups who apply to HDFS.
 - Metric 3 Increase the percent of acceptance of graduate students from diverse groups who are admitted into HDFS.

Goal 2 Develop and coordinate active recruitment and retention programs related to underserved population

- Strategy 1 Work with University Administration and Graduate School to support academic success among diverse students.
 - Metric 1 Retain underserved populations to full matriculation at HDFS by building a welcoming community in the department. This will be assessed through an exit survey with students who are from diverse backgrounds.
 - Metric 2 Expand AIG role to reach out to diverse majors and groups within HDFS.
 - Metric 3 Increase the percent of undergraduates from diverse groups who major in HDFS.
 - Metric 4 Increase the percent of graduate students from diverse groups who graduate from HDFS.

Strategic Choice 3: Increase the number of academic faculty, administrative professional and classified employees from all segments of society, especially those from groups that have been historically excluded, to contribute to the creation of an environment that respects and welcomes diversity.

Goal 1 Grow the base of faculty, administrative professional, classified employees, and graduate assistants who are from diverse backgrounds and/or focus on diversity issues as their research interest

Strategy 1	HDFS will make every effort with each faculty search to diversify applicant pool and develop a diversity plan for faculty recruitment, concomitant with University Diversity Plan.
Metric 1	Develop applicant pools that reflect the availability members of underrepresented groups in the discipline.
Metric 2	Demonstrate continuous improvement in the representation of faculty members from underrepresented groups at all ranks.
Strategy 2	Advocate funds from University Administration to enhance recruitment and retention of faculty from underrepresented groups.
Metric 1	Demonstrate continuous improvement in the retention of faculty members from underrepresented groups at all ranks.
Strategy 3	HDFS will make every effort to recruit and retain administrative professionals from underrepresented groups in order to achieve meaningful representation.
Metric 1	Develop applicant pools that reflect members of underrepresented groups.
Metric 2	Demonstrate continuous improvement in the representation of administrative professionals from underrepresented groups.
Metric 3	Demonstrate continuous improvement in the retention of administrative professionals from underrepresented groups.
Strategy 4	HDFS will make every effort with each faculty search to diversify applicant pool and develop a diversity plan for classified staff, concomitant with University Diversity Plan.
Metric 1	Develop applicant pools that reflect the availability members of underrepresented groups.
Metric 2	Demonstrate continuous improvement in the representation of classified staff from underrepresented groups,

Metric 3 Demonstrate continuous improvement in the retention of classified staff from underrepresented groups.

Strategic Choice 4: Increase research topics related to diversity and diverse populations, as well as include diverse/ethnic minority population as research sample.

Goal 1 Strengthen HDFS research that focuses on diversity and diverse populations

Strategy 1 Increase the inclusion of diverse and ethnic minority population in research studies conducted by faculty and graduate students.

Metric 1 Increase the number of publications and grants that include diverse, ethnic minority population.

Strategy 2 Increase research topics conducted by faculty and graduate students that focus on issues common to/related to/disparities concerning ethnic minority and diverse population.

Metric 1 Increase the number of publications and grants that include topics related to diverse, ethnic minority population.

Strategic Choice 5: Increase cultural competency among faculty, graduate students, administrative professionals, and classified staff.

Goal 1 Grow the knowledge base and awareness of cultural competence among faculty, graduate students, administrative professionals, and classified staff.

Strategy 1 HDFS will infuse cultural competency in brown bags at least once a year.

Metric 1 A speaker will be invited to give a presentation in HDFS on cultural competency annually.