

Counselor Education and Counseling Psychology
Diversity Strategic Plan
 Spring 2023

Note: In this plan we define diversity as racial/ethnic diversity or students who identify as Black, Indigenous, or other People of Color (BIPOC)

Goals	Priorities	Activities	Outcomes
1. Create an inclusive environment for all students, faculty and staff	<ul style="list-style-type: none"> • Development of an inclusive and engaging department climate • Retention of students in their programs 	<ul style="list-style-type: none"> • Racial Justice Committee ongoing activities • Graduate Student Organization group for BIPOC students • Annual Diversity Gala and scholarship • Curriculum/syllabus review • GSO Mentorship program • Strengths and Opportunities Diversity Assessment (was completed in 2021 and to be revised and disseminated in 2025) 	<ul style="list-style-type: none"> • Department Strengths and Opportunities Diversity Assessment will be disseminated in Spring 2025 • In 2025, 80% of students, faculty and staff will report environment is inclusive (e.g. fair, respectful, sense of belonging) • Annually, 90% of students will successfully graduate from the program
2. Increase and retain diverse faculty	<ul style="list-style-type: none"> • Recruitment of racially/ethnically diverse faculty • Retention of racially/ethnically diverse faculty 	<ul style="list-style-type: none"> • Implementation of hiring procedures for diversity (e.g., inclusion of diversity language in position description; utilization of screening for equity tool during applicant review) • Attendance at conferences to recruit faculty • Development of more detailed onboarding/orientation procedures (timeline of dept events, snapshot of 	<ul style="list-style-type: none"> • BIPOC faculty will comprise 40% of CECP faculty by Fall 2024 • In 2025, 90% of faculty will report environment is inclusive (e.g. fair, respectful, sense of belonging)

		<p>program handbooks, connections to Office of Institutional Diversity & Inclusion, etc.)</p> <ul style="list-style-type: none"> • Strengths and Opportunities Diversity Assessment for Faculty (was completed in 2021 and to be revised and disseminated in 2025) • Assess and revise mentoring procedures in the department and across the university 	<ul style="list-style-type: none"> • CECP Onboarding resources for faculty will be developed by Fall 2024 • Department Strengths and Opportunities Diversity Assessment for Faculty will be disseminated in Spring 2025
<p>3. Develop and retain a diverse student body</p>	<ul style="list-style-type: none"> • Recruitment of racially/ethnically diverse students • Retention of racially/ethnically diverse students 	<ul style="list-style-type: none"> • Open Houses – representation of faculty, updated materials, community-engaged research • Monitor application and admissions data • Assess GSO mentoring program • Review best practices in gathering demographic info (find out what GS and OIRA collects) and make revisions to applications • Pursue HCOP and other funding/scholarship opportunities • Book club 	<ul style="list-style-type: none"> • In 2025, 80% of students will report environment is inclusive (e.g. fair, respectful, sense of belonging) • Annually, 90% of BIPOC students will complete their programs • By 2025, 30% of students in each program will identify as BIPOC • Annually, program demographics will be reviewed by CECP faculty (Fall) • HCOP grant will be submitted by May 18, 2023