# EQUITY ACTION PLAN

Reviewed by Board of Trustees, May 2019

Roger Williams Uni • y D R • C :

**An Intentional Decision:** M s i s i s SS S Ζ , s S S S s. 0 S SS s i s s ; S S SS ; SS S S **,1** S S S S S 24 D С S S SS S S Τ S S , , E D S S .ls S Ζ, Ζ s, S , S S S , S S **1** Q T s C s s sRsΑ S S, S S S s. 0 s C S SS S S,1 S Ε Bs s, S s, SS S, S S s. A ss j S S. s: R S . T S s. R S S S S: S S Z S S l s . R S S S, S S S, S S S . T SS S SS S S S . T s S S, S S S S

s. L S S S S S SS S S S 's S D S S s. S S S S 's **,1** sΙ SS S S S Z P s s 's s S: S s . , s S S S. S S S S S:

### Ame Lambert

A L C D s O

# E EC L E MINA

#### FOC A EA-CAMP CLIMA E AND IN E G O P ELA ION (CCI)

#### FOC A EA - ED CA ION, CHOLA HIP AND E ICE (EA)

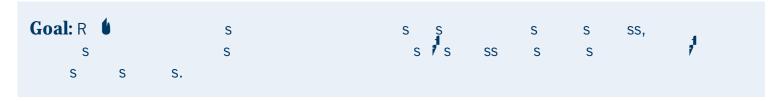
ESS Objective #1: P s s s'

ESS Objective #2: T s s s s s s.

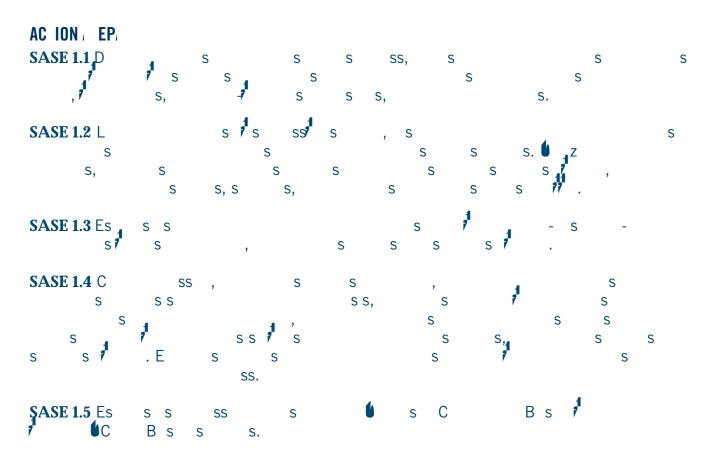
ESS Objective #3:1 s s s' s.

# HE PLAN

#### FOC A EA - A DEN ACCEAL, CCEAL AND E I (A A E)

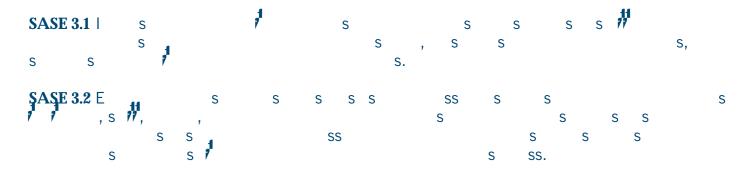


A E OBJEC L' E #1: INC EA E ACCE, O HE NI'E, I FO NDE EP E, EN ED AND NDE , E ! ED
DEN , I H A FOC , ON FI , GENE A ION COLLEGE, DEN , LO INCOME, DEN , AND
DEN , OF COLO B EMO! ING BA IE , O EN OLLMEN .

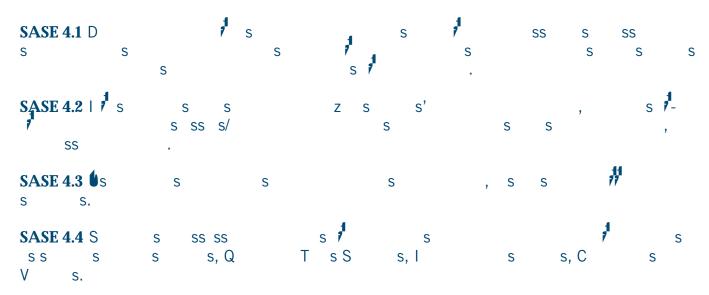


, A, E OBJEC I'E #2: P O'IDE NDE EP E, EN ED AND NDE , E \ED, DEN , I H, PPN⊠A⊠ A)O.. ØBBD⊠H

A E OBJEC I' E #3: E ABLI HA I IGNA E INI IA I' E FO NDE EP E EN ED AND NDE IE ' ED
DEN I HA FOC I E ON HE DE ELOPMEN OF ACADEMIC AND CA EE I KILL, I OCIOEMO IONAL
COMPE ENCIE AND COGNI I' E HABI I HA I PPO HEM IN NA IGA ING AND H I' ING IN A I EM
HA A NO C EA ED FO HEI I CCEII.



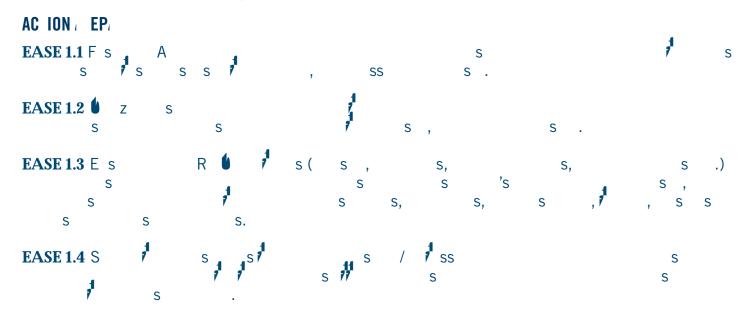
A E OBJEC I' E #4: A EEK IN A IGH A F OM DIA AGG EGA ED DA A, O COME BA ED A A E A MEN A ,
P OJEC ION AND BE P AC ICE O CON IN ALL IMP O'E A EGIE.



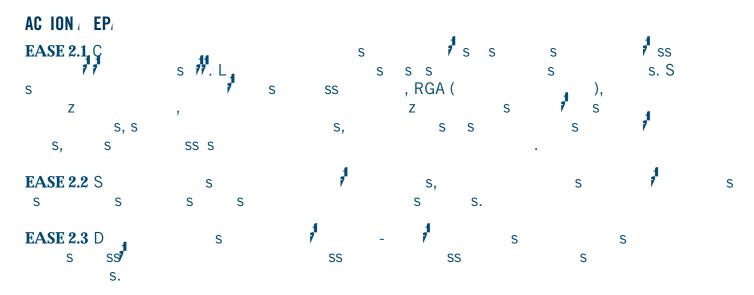
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Promising Practices:
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 EY C
     M P
     L s A ss P
     А
          Rs P (SOAR)
 S 0
   L L C
 G S s P
 K s C
 Q T s L L
 I A ss s P
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                        )
 P P s
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               S
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#### FOC A EA - EMPLO EE ACCEA, CCEA AND E I (EA E)

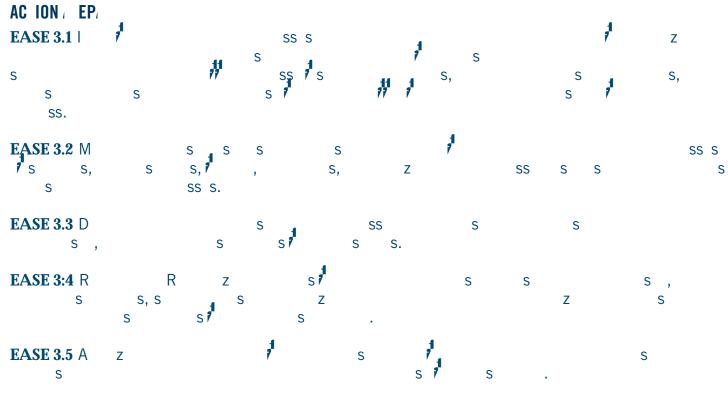
EALE OBJECTIVE #1: ENHANCE PLACTICEL DEMONAL ALING HALLHE NIVE AT TALEADE IN OKPLACE CONDITIONAL ELA EDIO DIVE AT LICE TAND INCLATION.



EA, E OBJEC I' E #2: IN, I E LEADE , HIP DE' ELOPMEN AND , CCE, , ION PLANNING P OG AM, HA , PPO PIPELINE DE' ELOPMEN FO MINO I I ED INDI' ID AL .



#### EARE OBJECTIVE #3: DEVELOP A ECTING A EGTO IDENTIFALENTHA ILLAA IA A IN ACHIEVING O DIVETATI, ET AND ACCEA GOALA.

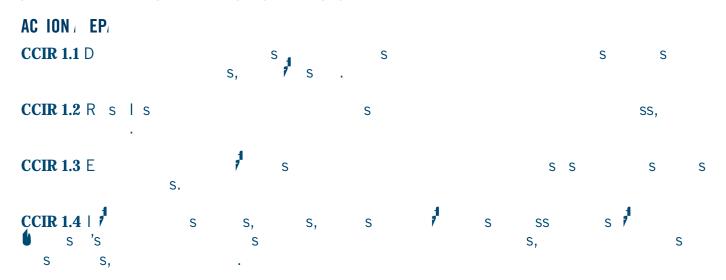




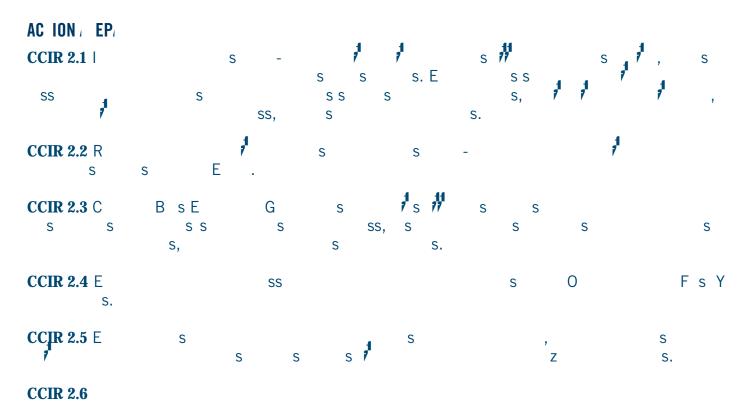
#### FOC A EA - CAMP A CLIMA E AND IN E G O P ELA IONA (CCI )



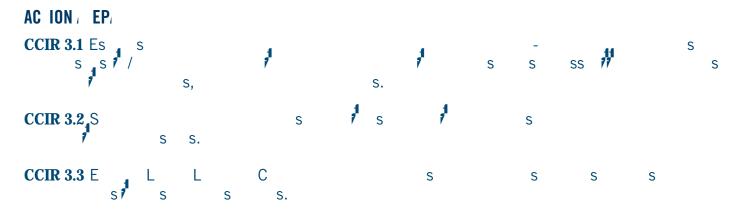
CCI OBJEC I' E #1: DE' ELOP A HA ED COMMON LANG AGE, 'E BAL AND NON-LE BAL COMM NICA ION P AC ICE, AC OA HE IN A I ION, INCL DING CON IN ED DE ELOPMEN AND IMPLEMEN A ION OF INCL A I' E AND APP ECIA I' E LANG AGE APP OACHEA.



CCI OBJEC L'E #2 B ILD AND PPO A AFE CAMP COMM NI FEE OF BIA AND IOLENCE, DEDICA ED O ELIMINA ION OF PEJ DICE HOGH DE ELOPMEN AL AND IN EN IONAL PAC ICE.

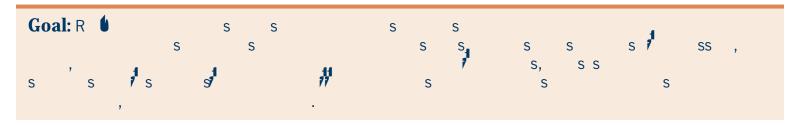


CCI OBJEC I' E #3: DE' ELOP AND A AIN A EMANDAPACE, FO POAI I' E IDEN I DE' ELOPMEN AND P POAFI LIN E G O P ELA IONAHIPAB DE IGNING AND IMPLEMEN ING MEANINGF LOPPO NI IEAO AFFI MA OCIAL IDEN I IEA AND O HEA AND LEAN FOM, DIFFE EN PEAPEC I' EA.

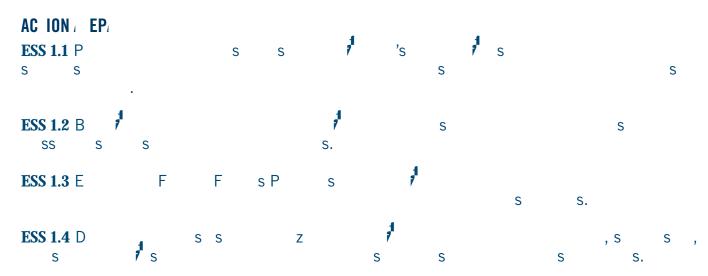




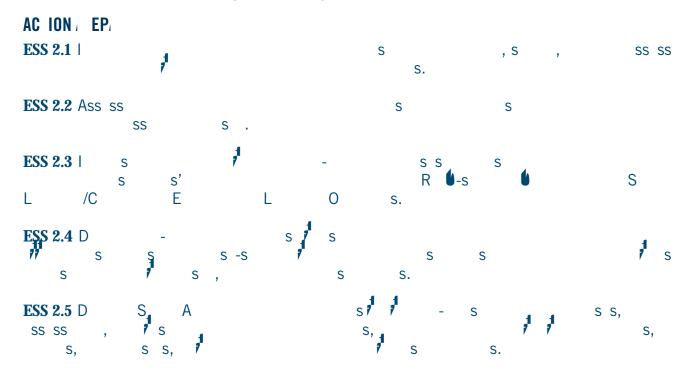
#### FOC A EA - ED CA ION, CHOLA HIP AND E LICE (EA)



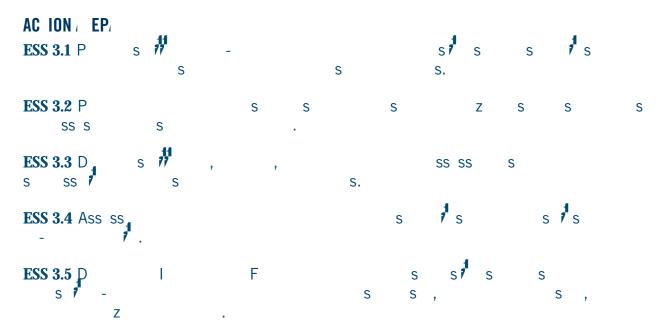
E. . OBJEC I' E #1: P O' IDE OPPO NI IE. O ENHANCE FAC L MEMBE . 'IN E C L AL FL ENC O ENHANCE HEI ABILI O DE' ELOP INCL . I' E PEDAGOG AND C IC L M.



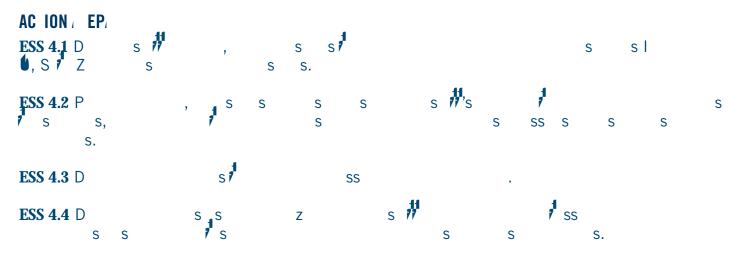
E. . OBJEC I' E #2: AN. FO M C IC L M AC O. . CAMP . O EMBED IN E C L AL FL ENC LEA NING GOAL. IN P EPA A ION, E' AL A ION, AND DELI' E OF PEDAGOG AND P AC ICE.

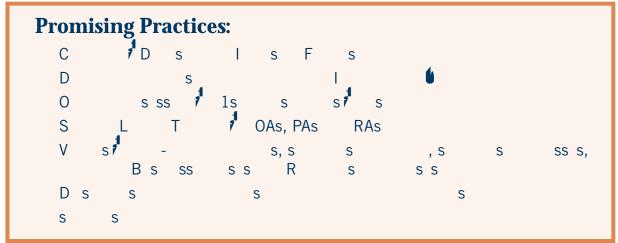


E., OBJEC I'E #3:INC EA, E G AD A ING. DEN.'IN E C L ALFL ENC H O GHC IC LA AND CO-C IC LA , CAFFOLDED DE'ELOPMEN AL IN E ! EN ION. .



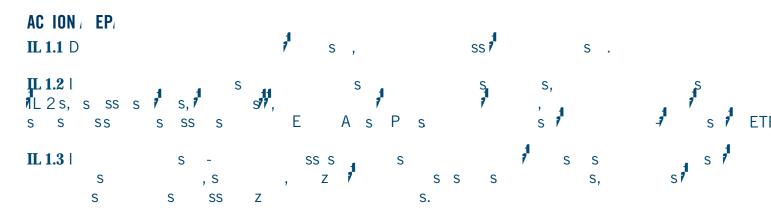
E, OBJEC I' E #4: EN, E HA ALL NI' E, I , AFF AND ADMINI, A O , HA' E OPPO NI IE, O ENHANCE HEI IN E C L AL FL ENC O EN, E INCL, I' E ED CA IONAL INI IA I' E, POLICIE, AND P AC ICE; HA' E PO, I I' E, PPO I' E ELA ION, HIP, I H A DI' E, E, DEN BOD AND EMPLO EE COMM NI IE, AND, PPO BELONGING AND PO, I I' E IDEN I AFFI MA ION.



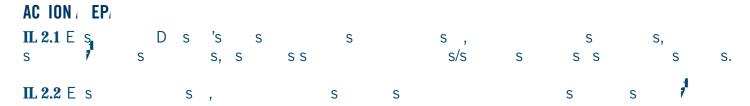


#### FOC A EA - INF A C E AND LEADE A HIP (IL)

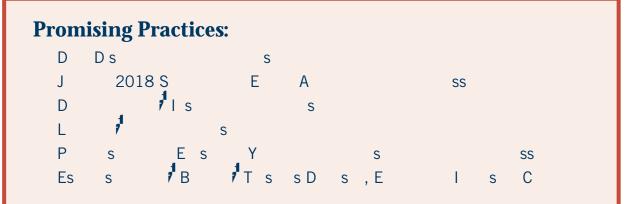
IL OBJEC I' E #1: IMPLEMEN C L AL CHANGE, AC O,, ALL, EC O, OF HE NI' E, I A, A P E E I, I E O, B, E EN DI' E, I , E I AND INCL, ION EFFO ...



IL OBJEC I' E #2: / A EGICALL ALLOCA E AND MANAGE HE NI' E / I '/ FINANCIAL, PH / ICAL AND H MAN E/O CE/OAD' ANCEDI' E / I , E I AND INCL / ION GOAL/.



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IL OBJEC I E #4: E, ABLI, H A, A LEADE IN DI E, I , E I AND INCL, ION EFFO, IN HE
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    Promising Practices:
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#### **Student, Access, Success and Equity**



#### **Employee Access, Success and Equity**

- Ds
- Ds
- Ds

## AF AME O KFO FO E ING DI'E I AND INCL ION (MI H, 1988)

1. Access and Success

R R D s S B R D s

2. Campus Climate and Intergroup Relations

D S I S S D S C S C

3. Education and Scholarship

D C T Fs s S S S C C s
D C T Fs s I C C s

4. Institutional Infrastructure (Institutional Viability and Vitality)

D si s L s M C O z C S O D s G s

#### INCL / I' E E CELLENCE MODEL ( ILLIAM, BE GE & MCCLENDON, 2005)

 $U_{1}, \dots, V_{n}, \dots, V_{n}, \dots, V_{n}$ ,  $F_{n}$  and  $G_{n}$  are  $G_{n}$  and  $G_{n}$  and  $G_{n}$  are  $G_{n}$  are  $G_{n}$  are  $G_{n}$  and  $G_{n}$  are  $G_{n}$  are  $G_{n}$  are  $G_{n}$  are  $G_{n}$  and  $G_{n}$  are  $G_{n}$  are G

#### **Access and Equity**

#### Diversity in the formal and informal curriculum

S S, S, S D S S

#### **Campus Climate**

#### **Student Learning and Development**

S S S

#### DEI PLANNING F AME O K

#### 1. Access, Success and Equity

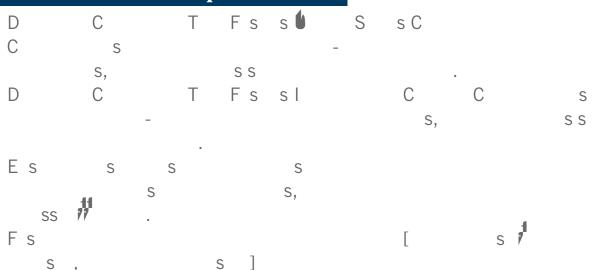
R R D s S B R D s s s s

#### 2. Campus Climate and Intergroup Relations

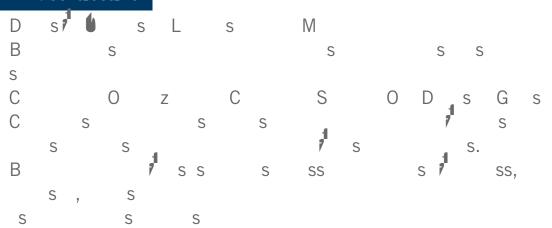


S.

#### 3. Education, Scholarship and Service



#### 4. Infrastructure



#### A KFO CE

 $S \otimes_{\mathcal{A}} A_{22}, A_{23}, A_{34}, B_{34}$ 

#### A KFO CE (CON IN ED)

#### I = a $\Rightarrow$ $a \in L(a)$ ,

Sue Bosco (Co Chair) Professor, School of Business Lorraine Lalli (Co chair) Assistant Dean of Students, School of Law