

**The Christ College of Nursing and Health Sciences  
Diversity Inclusion Action Plan**

| FOCUS AREA   | FY '20  | FY '20 Metrics   | FY '21  | FY '22 | FY '23 |
|--|---|--|---|--------|--------|
| <b>Focus Area 1: <u>Campus Climate</u></b>   |   |  |   |        |        |
| <b>Outcome 1.1: A campus that is welcoming, diverse, and inclusive.</b>  | 1. The Diversity and Inclusion Consultant, in collaboration with The Christ Hospital Health Network's Diversity & Inclusion Council and in alignment with TCC's Center for Excellence in Teaching and Leadership, will plan and supervise implementation of diversity and inclusion-based programs. | Number of workshops per academic year. One per year for faculty and staff. One per year for students. Participants will complete an evaluation survey form.  |   |        |        |
|  | 2. Promote professional development training and co-curricular programs that engage college members in the community and that value diversity and inclusion.  | Track by the number of students, faculty, and staff that participate in external community events. Participants will complete an evaluation survey form.   |   |        |        |
|  |   |  | 1. Create a designated area within the college to foster a campus climate that reflects diversity and inclusion.  |        |        |
|  | 3. Provide ongoing training in cultural sensitivity to members of faculty and staff that will promote campus dialogue and action around issues related to diversity.  | Number of workshops per academic year. One per year for faculty and staff. One per year for students upto and including classroom presentation.  |   |        |        |
| <b>Outcome 1.2</b> <i>An institutional infrastructure that effectively monitors and evaluates progress.</i>  | 1. The Diversity and Inclusion Consultant will publish an annual diversity report, highlighting the achievements and progress of the institution to be circulated publicly on the College website.  | Annual update to D & I actions and activities. Publication of this information will be posted on TCC's website on the D & I page.  |   |        |        |
| <b>Outcome 1.3:</b> <i>Faculty, staff, and students will foster a culturally competent learning and working environment that contributes to graduating culturally responsive students and develops interactions among community members.</i> | 1. Create a module related to diversity and inclusion to be completed during onboarding for all new college employees and students.   | Make available on new student and new employee onboarding. Make this information a part of new student and new employee orientation. Measurement will be by number of individuals that view this material. | 2. Increase multicultural/diversity training and professional development opportunities related to diversity and inclusion for students, faculty, and staff.<br>3. Increase the frequency of culturally relevant experiences throughout the curriculum. |        |        |

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| <p><b>Outcome 1.4: Student, Faculty, and Staff Policy and Procedure ensuring equity and inclusivity.</b></p> |        |                | <p>1. Discuss policy and planning with decision-making bodies (Upper Administration, Associate Deans, Faculty/Staff/Student Chairs) to continue to build diversity and inclusion expertise through annual education and professional development opportunities.</p> | <p>2. Develop a D &amp; I Policy to outline student, faculty, and staff responsibility to creating and ensuring an equity and inclusive campus including but not limited to classroom student experience.<br/>3. Develop a process of holding all accountable for demonstrating inclusivity.</p> | <p>Implement online incident form for students, faculty &amp; staff to use to report incidents.</p> |

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| <b>Focus Area 2: <u>Recruitment, Retention, and Satisfaction of Students from Underrepresented Populations</u></b>  |   |   |   |  |        |
| <b>Outcome 2.1:</b> Targeted recruitment initiatives to attract and retain a greater proportion of underrepresented minority students.  | 1. Collaborate with Director of Marketing to continue inclusivity that promotes a brand committed to recruiting, retaining, and supporting diverse minority students. | Increase underrepresented minority student population by ___% of TCC's current minority numbers. Continue to work with Director of Marketing to ensure that a diverse population is captured in marketing materials.              |   |  |        |
|   |   |   | 2. Create a partnership program with - urban Cincinnati Public high schools. Recruit students who are interested in pursuing a nursing/healthcare career. |  |        |
| <b>Outcome 2.2:</b> <i>Increase retention and satisfaction of underrepresented minority and male students.</i>  | 1. Strengthen individualized tutoring and early intervention program initiatives to raise level of proficiency in potentially at-risk minority students.              | Reduce the number of students failing NUR 220 and NUR221. Continue to refer students to tutoring, begin tracking sheet of those referred who attend and are successful vs. those referred who do not attend and are unsuccessful. | 2. Create a student mentorship program for minority students in their coursework throughout their specified program.                                      | 3. Provide language and academic support for English as Second Language learners.<br>4. Explore funding opportunities specifically for underrepresented minority students.             |        |
| <b>Focus Area 3: Recruitment and Retention of Faculty and Staff from Underrepresented Populations</b>   |   |   |   |  |        |
| <b>Outcome 3.1:</b> <i>A demonstrated capacity to foster a diverse and inclusive environment that holds one's self and other accountable through modeling inclusive behaviors, increasing faculty and staff from underrepresented populations, and advocating for a diversity agenda.</i> |   |   | 1. Collaborate with Human Resources to create other means for attracting more diverse applicant pools.  | 2. Craft position descriptions using inclusive language to attract a diverse pool of candidates; emphasize diversity expertise in position descriptions.                               |        |
| <b>Outcome 3.2:</b> <i>Increased diversity in leadership.</i>   |   |   | 1. Annually measure diverse leadership through Integrated Postsecondary Education Data System (IPEDS) survey.   |  |        |
| <b>Outcome 3.3:</b> <i>Improve retention and satisfaction of underrepresented faculty and staff.</i>  |   |   | 1. Annually recognize a faculty or staff member's contribution to diversity enhancement at TCC.   | 1. Conduct exit interviews with faculty and staff from underrepresented populations to better understand reasons for leaving the institution and help inform future retention efforts. |        |

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|            |        |                | 2. The Diversity Consultant will meet on an annual basis with TCCNHS leadership to give feedback and express needs or concerns of diverse employees.<br>3. Track new hire/retention data of underrepresented minority populations over a five-year period. |        |        |