

Action Plan Name	Strategic Goal	Objective	Expected Out Comes	Timeline	Status	Update - Button
Creating a more inclusive and equitable campus community	Create Department Wide Content/Trigger warning language to be used in syllabi.	To create a safe and inclusive environment where the learners and teachers have an means to discuss and study difficult topics.	To have a general blanket C/TW statement that covers all courses.	Pilot Materials by Fall 2023. Tested materials by Fall 2024	In Progress	
Creating a more inclusive and equitable campus community	Publish teacher specific policies for Content / Trigger warnings.	To create a safe and inclusive environment where the learners and teachers have an means to discuss and study difficult topics.	While acknowledging that each learning community is unique, there must also be publicly stated way in which each teacher handles trigger/content warnings. This also covers intimacy concerns ie Button.	Pilot Materials by Fall 2023. Then ongoing assessment.	In Progress	
Creating a more inclusive and equitable campus community	Create and implement a Pathway for Conflict Resolution.	Establish and maintain a clear chain of communication for conflicts and issues in our productions and learning communities.	To have a clear and transparent method of discussing sensitive or problematic topics.	Pilot program will be included in the Student and Faculty Handbooks.	In Progress	
Creating a more inclusive and equitable campus community	Create a means of assessing how our Production Season is impacting our learning communities and wider public.	To keep an ongoing record of our productions achievements and shortcomings especially as they reflect progressive DEI components.	In establishing an ongoing process of self reflection we can gauge where our efforts have been successful and where they need to be improved upon.	Pilot materials throughout the 2023-24 Department of Theater and Dance Production season.	In Progress	
Creating a more inclusive and equitable campus community	Assessment of representation of BIPOC and other voices being shown in our mainstage season.	To ensure that we are continuing in our stated mission twiden the sphere of traditional works of performance art.	Have a continuous stream of innovative and novel performances that reflect our efforts of having underserved voices heard.	Implemented in 2023-24 season then continuous.	In Progress	
Recruiting, retaining and supporting a more diverse community	Ongoing assessment of recruitment efforts to reach BIPOC and diverse populations.	To create a yearly reporting mechanisms for the incoming first year and transfer students.	Establish a data set set of demographics, disbursement of scholarships. This report will reflect interior transfers and exteriors populations.	Implemented in 2023-24 season then continuous.	In Progress	
Recruiting, retaining and supporting a more diverse community	Ongoing assessment of our learners engagement in our productions.	Exit survey for participants in our productions.	To establish a consistent participant evaluation of our production processes and products.	Implement in 2023-24 season then continuous.		
Recruiting, retaining and supporting a more diverse community	Ongoing assessment of our audiences.	To create a yearly survey and report of the demographics of our audience attendance.	Establish a data set to see where our marketing efforts are successful and where they could be improved upon.	Implement in 2023-24 season then continuous.	In Progress	
Promoting and supporting inclusive teaching, scholarship and professional development	Working towards a Universally Designed Learning Community.	Start a long term research, innovations and assessment program geared towards implementing the concepts of Universal Design.	To establish a knowledge based society.	Implement Academic 2023-24 year then continuous.	In Progress	