Eastern Washington University
Strategic Planning Townhall
February 29, 2024
Small Group Discussion Worksheet

Each group should appoint a recorder who will turn in a summary of the group discussion after reporting out to the larger group. Use additional paper if necessary. Please make sure responses are labeled clearly

Each group should address the following two questions about the draft goal statement and the draft desired outcomes:

1. Are there any ideas or concepts in the statements that are not clear
2. What, if anything is missing from the statements

Belonging through Justice, Equity, Diversity and Inclusion

Goal Statement

Through the active engagement and continuous learning of students, faculty, staff and administrators, as well as commitment to equitable practices from university executive leadership, we aspire to create an environment that fosters a profound sense of belonging, actively promotes and sustains equity, dismantles systemic barriers, and embraces the unique perspectives of all individuals.

1. Are there any ideas or concepts in the statements that are not clear
2. What, if anything is missing from the statements

Belonging through Justice, Equity, Diversity and Inclusion

Desired Outcomes

- Pedagogy/culturally responsive teaching/learning in curricular and co-curricular spaces
- Empower and Support Students
- Dismantle Systemic Barriers
- Sponsorship and development of employees
- Belonging and community integration

1. Are there any ideas or concepts in the statements that are not clear
2. What, if anything is missing from the statements

Investing in Our People and Places

Goal Statement

We foster an equitable, sustainable, and supporting physical and social environment that promotes the recruitment, retention, and growth of all EWU employees.

OR

(extended version)

We strive to address the structural barriers to creating an equitable, supportive, and thriving community of faculty and staff in sustainable spaces by evaluating and addressing inequalities in our current systems while promoting a culture of wellness and professional development to create a positive physical and social environment that encourages the recruitment, retention, and growth of all EWU employees.

1. Are there any ideas or concepts in the statements that are not clear
2. What, if anything is missing from the statements

Investing in Our People and Places

<u>Desired Outcomes</u>

- Human Resources Related (Recruitment, retention, benefits, pay)
    - Supports potential/existing staff/faculty overall wellbeing
- Facilities Related (buildings/office spaces/working environment/sustainability)
    - Intentional planning to implement successful environment
- Health and Wellness (programming/benefits/incentives)
    - Support EagleWell Program and alike
- Professional Development (conferences/training opportunities/research)
    - Support innovative/engaging learning/co-curricular activities and gain essential skill development
- Faculty and staff support (onboarding, systems training)
    - Core Values, and essential knowledge for each employee
- Culture of Caring/Creating the conditions for success
    - Alumni connections, Affinity Groups, Celebration/Gratitude to all Employees

1. Are there any ideas or concepts in the statements that are not clear
2. What, if anything is missing from the statements

Regional Anchor / Regional Impact

<u>Goal Statement</u>

EWU will launch interdisciplinary initiatives that combine applied educational programming, scholarly research, and community engagement. These initiatives will prioritize economic diversification that focuses on sectors critical to the Pacific Northwest's vitality. EWU will position its graduates as pivotal contributors to regional wealth creation, equity, and stewardship of the region's natural resources.

1. Are there any ideas or concepts in the statements that are not clear
2. What, if anything is missing from the statements

Regional Anchor / Regional Impact

<u>Desired Outcomes</u>

- Engage the Workforce and Community
  - Experiential learning, gainful employment, community engagement
- Sustain Cheney and Spokane
  - Urban and regional planning (cheney & Spokane), community partnerships
- Foster Alumni Engagement
  - Alumni engagement (mentoring, job placement training)
- Lead the Region
  - Representation in regional organizations, lead a community based initiate
- Steward Resources
  - Investment planning, change management

1. Are there any ideas or concepts in the statements that are not clear
2. What, if anything is missing from the statements

Student Success and Student Experience

Goal Statement

We will reshape our institutional mindset and practices to (1) promote student success and close structural equity gaps through (2) a holistic, decolonial, people-centered, value-driven approach that prioritizes student well-being in multiple dimensions and (3) support students' self-exploration and self-understanding of their values, identities, cultural heritages and career paths.

1. Are there any ideas or concepts in the statements that are not clear
2. What, if anything is missing from the statements

Student Success and Student Experience

<u>Desired Outcomes</u>

- Promote Student Success and Close Structural Equity Gaps (exact numeric bench marks will be determined by SSRC collectively)
  - Improve overall graduation and retention rates of EWU undergraduate and graduate students.
  - Close structural equity gaps (re: retention and graduation rates) for identified student sub-populations
- Adopt a holistic, decolonial, people-centered, value-driven approach that prioritizes student well-being in multiple dimensions (e.g. physical well-being, mental/psychological well-being, cultural/linguistic well-being, financial well-being)
  - Promote a healthy balance between student well-being and academic achievements, especially with attention on marginalized student populations
  - Incorporate a multi-dimensional model of well-being into the practices of Student Affairs and Academic Affairs
  - Develop institutional student learning outcomes for EWU undergraduate students on knowledge and skills that will help promote well-being in multiple dimensions
- Support student's self-exploration and self-understanding of their values, identities, cultural heritages and career paths
  - Infuse learning opportunities and practices across Academic and Student Affairs to facilitate student self-exploration on values, career goals and cultural/social identities (specific outcomes not included here)
- Additional outcomes based on input gathered from students