

Inclusion Programs Strategic Plan 20/20

Mission

The purpose of Inclusion Programs is to support the mission of Texas A&M University-Corpus Christi by creating a supportive learning environment for personal and professional development and to prepare students to be responsible and culturally competent citizens.

*Excellence * Integrity * Leadership * Sustainability * Inclusion*

Learning

Goal: Provide an inclusive, learning-centered environment for all students.

Objective 1: Facilitate inclusion programs based on student learning outcomes.

SLO 1: The student will be able to comfortably commit to serve as an ally and be inclusive of people regardless of their differing identities after attending Safe Zone training.

SLO 2: The student will be able to appropriately support a person who comes out to them after attending Safe Zone training.

SLO 3: The student will be able to appropriately utilize inclusive language after participating in an introductory level Inclusive Islander Workshop.

SLO 4: The student will be able to identify which stage of the Bennett Model of Cultural Competency they fall within after attending the introductory Inclusive Islander Workshop.

SLO 5: The student will be able to correctly identify LGBTQ vocabulary after participating in the Safe Zone Training.

SLO 6: The student will be able to connect information learned in the intermediate level Inclusive Islander Workshop to life experiences in order to effectively support peers facing oppression.

Campus Climate

Goal: Build an inclusive and supportive campus community that encourages the personal growth of each member.

Objective 1: Develop a campus community of inclusiveness and mutual respect.

Strategy 1: Create and build the Inclusive Islander Program to cast a net of compassion campus-wide.

Strategy 2: Develop a series of Inclusion workshops to build awareness, compassion and competence.

Strategy 3: Create a Train the Trainer program to expand the network.

Strategy 4: Develop programs to educate the entire campus on the LGBTQIA community.

Strategy 5: Facilitate programs for veteran students.

Strategy 6: Ensure that all programs, as appropriate, are available for students at a distance.

Strategy 7: Facilitate international cultural immersion tours designed to build multicultural competence and inclusive attitudes.

Objective 2: Develop and manage resources to effectively achieve the mission of Inclusion Programs.

Strategy 1: Create an Office of Inclusion Initiatives

- Inclusion Specialist
- Coordinator
- Graduate Student

Strategy 2: Provide staff the appropriate resources, training and professional development to accomplish the mission of the program.

Strategy 3: Provide a safe and secure campus environment.

- Teach and model inclusive language to students.
- Develop an Inclusive Language Campaign.
- Collaborate with Judicial Affairs to create a policy addressing hate crimes.

Strategy 4: Utilize technology to streamline processes (Kognito LGBT On Campus etc.).

Strategy 5: Evaluate student learning outcomes other objectives to improve services and programming.

