

GOALS AND STRATEGIES

CAMPUS ENVIRONMENT

Goal: Foster an inclusive culture that will prioritize staff and student wellness as they seek to build unity, cultivate lasting relationships and networks and contribute to campus vibrancy.

STRATEGY 1: Engage with the institutional heritage of Hartwick by formally acknowledging historical oppressions.

STRATEGY 2: Foster a safe and welcoming environment that promotes student and employee diversity appreciation.

STRATEGY 3: Fight against polarization, divisiveness and low morale by centering the human experience of Hartwick students, faculty and staff.

STRATEGY 4: Increase accessibility in our built environment and within electronic systems for all campus community members and visitors.

STRATEGY 5: Investigate barriers to equity, inclusion and accessibility across campus policies and practices.

TEACHING AND LEARNING

Goal 1: Create and maintain conditions for inclusive and equitable learning experiences for all students.

STRATEGY 1: Identify opportunities to improve equity and inclusion.

STRATEGY 2: Improve equity and inclusion in specific places.

Goal 2: Improve support for faculty and staff engaged in creating a more inclusive, equitable and diverse campus community.

STRATEGY 1: Increase recruitment and retention of underrepresented faculty.

STRATEGY 2: Ensure procedures around faculty promotion are transparent, equitable and consistent with DEIB best practices.

COMMUNITY & PARTNERSHIPS

Goal: Build relationships with external partners and increase awareness of shared priorities with the Oneonta-area community.

STRATEGY 1: Promote and incentivize volunteer opportunities for employees and students.

STRATEGY 2: Establish and sustain relationships with regional Indigenous communities that result in the identification of reparative actions (aligned with land acknowledgment action items described in the Campus Environment document).

STRATEGY 3: Expand participation rates of regional minoritized business owners for industry day and networking events.

STRATEGY 4: Secure financial support for community-based and institutional DEIB initiatives.

STRATEGY 5: Increase our engagement with non-traditional student populations.



Diversity, Equity, Inclusion and Belonging

STRATEGIC PLAN 2024-2027

The DEIB Strategic Plan honors the important work already happening at Hartwick and holds the College accountable for continuous progress. As a relationship-focused college, building a community where everyone can thrive is key.

SEE YOURSELF? JOIN US.

Connect with the Committee at diversity@hartwick.edu for how to engage with the DEIB Strategic Plan.



 [HARTWICK.EDU/DEIB](mailto:diversity@hartwick.edu)