

DRAFT Tactics/Activity Plan 2015-2017		CEHD SP Goal.Strategy .Tactic	Timeline	Themes Addressed (p. 5)
Tactics				
ODDI	CEHD Focus Groups	5.1.1	Begin Spring 2015	all
	StrengthsQuest Part II	5.2.7	2015	Power differentials
	Conflict Management Workshops	5.2.7	2015	Communication
	Basic Mediation Course (40 hours)	5.2.7	2016	Communication
	Climate Kick Off II (information sharing and tactic planning for 2017-2019)		2016	all
	CEHD Climate Surveys	5.1.1	Every 3 years	all
	Staff Exit Interviews	5.1.2	Ongoing	all
	Diversity Accountability Report	5.1.1	Annually	all
	Dean's Monthly Climate, Diversity, and Equity Reports	5.1.2	Monthly	all
	Critical Dialogues in Higher Education Program-	5.2.7	Ongoing	communication
	• Difficult Dialogue Modules	5.2.7	1-2 times per year	
	• Quarterly Dialogues	5.2.7	1-2 times per year	
	• Summer Leadership Institute: Engaging in Critical Dialogue	5.2.7	Annually	
	TAMU Climate Matters Conference	5.2.6	Annually	all
	CEHD Climate Awards	5.3.2	Annually	all
CoDI Subcommittees	<b>Evaluation &amp; Sustainability</b>			
	Evaluate and generate report from 2015 Climate Matters Conference	5.1.1	Spring 2015	all
	Investigate survey methods from U of Wisconsin (2015) and implement 2016	5.1.1	2015-2016	
	CEHD focus groups – collaborative project	5.1.1	Spring 2015	all
	ODDI Climate, Diversity, and Equity Evaluation – planning group		Spring 2015	
	CEHD Climate Survey for faculty, staff, UG and graduate students	5.1.1	Spring 2017	all
	Evaluation requests generated by departmental/DO C&D committees and other CoDI Subcommittees	5.1.2	Ongoing	all
	<b>Education &amp; Trust building</b>			
	Green Dot – possibly	5.2.9		
	TBD in April 2015 Meeting			
	<b>Leadership</b>			
	Climate awards	5.3.2	Summer 2015	
	Climate white paper	5.3.1	2016	
	In the loop – support folks; what need	5.1.2	Spring 2015	
	Infrastructure: Standing mtgs need – codi, subs, dept* -	5.2.9	Begin Spring 2015	
	Summer Leadership Institute	5.2.3	ODDI until 2017	
	<b>Communication</b>			
	TBD in April 2015 Meeting			
	ODDI Website support			
	Dissemination of information			

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Dean's Office	HR Interpersonal Communications Skills – Active Listening	5.2.1	Dates TBD March 2015 for all items	Collaborative
	HR Developing Cultural Competence in the Workplace – Team Work	5.2.1		Collaborative
	HR Leadership Institute – LeadershipHR Assertiveness Training – Effective Communication	5.2.3		Collaborative
	Problem Solving at Work	5.2.1		Collegial
	Managing Difficult Behavior in the Workplace	5.2.1		Collegial
	Assertiveness Training	5.2.1		Collegial
	CEHD Face to Face Orientation – Understanding CEHD	5.2.1		Committed, low engagement
	HR's Conflict Management Skills in the Workplace – Conflict Management	5.2.1		Committed, low engagement
	Mediation Training – Conflict Management	5.2.1		Committed, low engagement
	Introduction to Diversity and Inclusion	5.2.1		Friendly
	Working in a Team Environment	5.2.1		Friendly
	HR's Bridging the GAP The Multigenerational Workforce	5.2.1		Professional
	Introduction to Diversity and Inclusion	5.2.1		Professional
	HR's Improving Interpersonal Communications Skills	5.2.1		Professional
	StrengthsQuest	5.2.1		Respectful, political beliefs, age
	Communications for Managers for Constructive Feedback	5.2.5		Respectful, political beliefs, age
EAHR	EAHR Climate Committee will seek input and continuously engage faculty, staff and students in discussing climate issues (Age, sex/gender, sexual orientation, politics, religion, and race and ethnicity) in the department	5.2.1	2015-2017	Age, Sex/Gender, Sexual Orientation, Race/Ethnicity
	Committee facilitated discussions on climate issues during the monthly departmental meetings	5.2.1	Spring 2015	Engagement, positive work and learning climate
	Four faculty members participated in ADVANCE - STRIDE Workshop	5.2.1	Spring 2015	Discussed strategies and tactics for recruiting to improve diversity and excellence. Best practices for faculty searches such as inclusive advertising, reducing bias in the evaluation process and hosting effective candidate visits

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EAHR	Faculty member in the department participated on TAMU faculty and undergraduate students panel during Aggie Saturday	5.2.1	Spring 2015	Effective strategies for recruiting qualified African American students to join TAMU
	Adopt a mechanism for community members to express pressing concerns to department leadership	5.2.1	2015-2016	Age, Sex/Gender, Sexual Orientation, Race/Ethnicity
	Review and REAFFIRM the 2007 EAHR community document that supports Diversity and Inclusion	5.2.1	2015	Age, Sex/Gender, Sexual Orientation, Race/Ethnicity
EPSY	The EPSY climate committee will collectively plan monthly social activities that will help increase engagement in departmental activities and sponsored functions among faculty and staff.	5.2.1	2015-2016	Low engagement
	To maximize "buy in" each program area (Learning Sciences, Bilingual Education, Counseling Psychology, School Psychology, and Special Education) will rotate responsibility for selecting a date and planning the activity that the department will participate in.	5.2.1	2015-2016	Low engagement
	Seeking input from faculty and staff, the EPSY climate committee will program and coordinate an annual "Summit" by which identified issues and/or perceived problems in climate, diversity, and equity can be addressed in a constructive and collaborative way leading to a shared and sustained resolution on issues that impact the workplace environment	5.2.1	2015-2017	Age Sex/Gender Sexual Orientation Race/Ethnicity Politics
HLKN	Facilitated meetings/discussions among faculty within respective Divisions	5.2.1	Spring 2015	Sexual orientation, religion, politics
	Creation of a "Diversity Award" for students	5.3.3	Spring 2015	
	Creation of a formal student organization on diversity and multiculturalism	5.2.1	Spring 2015-Fall 2015	Race/ethnicity, Sexual orientation, religion, politics
	Creation of a "Race and Sport" symposium to correspond with MLK Holiday	5.2.1	Spring 2015-Spring 2016	Race/ethnicity
	Creation of a formal mentoring program for faculty and staff, particularly from underrepresented and historically marginalized groups	5.2.1	Spring 2015-Spring 2016	Race/ethnicity
	Creation of formal partnerships/relationships with Historically Black and other minority serving institutions	5.2.1	Spring 2015-Spring 2017	Race/ethnicity

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TLAC	Group forums with training opportunities for all groups – EOD, C&D Comm, etc. provide insight into various areas	5.2.1	As requested	collegiality
	TLAC Social Event	5.2.1	May 2015	Lack of trust
	Team Building Activities – all groups	5.2.1	At picnic	Lack of trust
	Statements of Employment Expectations – all groups	5.2.2	Ongoing	collegiality
	Coffee Hour / Tea Hour with Dr. Li	5.2.1	Monthly	Lack of trust
	Climate & Diversity Committee Meetings	5.2.1	Monthly	all
	Department Meetings	5.2.1	Monthly	all
	Staff Meetings	5.2.1	Monthly	all
	Bulletin Board	5.2.1	Ongoing	communication
	Mini-Series of Difficult Dialogues at the beginning of Dept Mtgs considering items of focus from survey	5.2.1	Monthly (10 minutes at the beginning)	communication
	Equity / Collegiality efforts: <ul style="list-style-type: none"> <li>Flextime for staff who work longer than 8 hours in a day's time</li> <li>Course release or recognition of faculty/field observers</li> </ul> Establish GSA break area	5.2.1	As needed / Ongoing	all