



Accessible Timeline

Annual Year 2021-22

- Conduct Campus Climate Assessments *Publish assessment results on college website
- Submit DEI Strategic Plans
- Prepare to add 200 new full-time tenure-track positions

Annual Year 2022-23

- Conduct Listening and Feedback Sessions
 - Publish listening and feedback session results on college website
- Provide DEI/anti-racist training for **ALL new faculty and staff**
 - 80% of total faculty and staff must complete training every 2 years
 - Post DEI terms and training framework on college website
- Create and collect program evaluations from training participants

Annual Year 2023-24

- Conduct Listening and Feedback Sessions
 - Publish listening and feedback session results on college website
- Provide DEI/anti-racist training for **ALL new faculty and staff**
- Submit DEI Strategic Plans

Annual Year 2024-25

- Conduct Listening and Feedback Sessions
 - Publish listening and feedback session results on college website
- Provide DEI/anti-racist training for **ALL new faculty and staff**
 - 35% of tenured faculty and administrators must complete training every 2 years
- Provide DEI/anti-racist training for **ALL degree-seeking students**

Annual Year 2025-26

- Conduct Listening and Feedback Sessions
 - Publish listening and feedback session results on college website
- Provide DEI/anti-racist training for **ALL new faculty and staff**
- Provide DEI/anti-racist training for all **NEW degree-seeking students**
- Submit DEI Strategic Plans

Annual Year 2026-27

- Conduct Campus Climate Assessment
 - Publish assessment results on college website
- Provide DEI/anti-racist training for **ALL new faculty and staff**
- Provide DEI/anti-racist training for all **NEW degree-seeking students**