# 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​**