2012-2013 OID OPERATIONAL GOALS

1. Promote and facilitate the total integration of diversity into the life of the College by implementing comprehensive, intentional, and sustained all-inclusive programming, which includes educational, cultural, social, and outreach events, as well as diversity training workshops, facilitated campus-wide inter-group dialogues, and other educational initiatives.

2. In collaboration with other departments and community agencies/organizations, develop strong culturally sensitive and academic-centered support initiatives such as STAAS to enhance the retention and academic success of all AALANA and international students at the College.

3. In collaboration with other College of Charleston departments, targeted local schools, and local community agencies/organizations, develop strong partnership-based academic and non-academic support initiatives to improve college access for local AALANA elementary, middle, and high school students.

4. Develop meaningful collaborative strategies with the Division of Student Affairs, with special emphasis on improving the relationship between OID and Multicultural Student Programs and Services (MSPS), in order to enhance student engagement in campus-wide diversity activities.

5. Develop the capacity to serve as the Diversity Statistical Data Resource Center (DSDRC) for the College of Charleston.

6. Establish a proactive and systematic approach to assessing all OID initiatives.

7. Develop short and long-term advancement (fundraising) strategies for obtaining additional funds for the Office of Institutional Diversity

8. Create professional development opportunities for OID Staff.

9. Foster meaningful relationships between the College of Charleston and external communities facing historical and present forms of discrimination and marginalization, through ongoing collaborative outreach initiatives.

10. In collaboration with various internal divisions, including but not limited to MSPS, Public Safety, Residence Life, and Student life, develop a Bias Incident Team (BIT) to ensure the safety of all students including but not limited to LGBTQQQAI, AALANA, and students with disabilities.