

DEI-AB Professional Development Plan for the Regional Math & Science Center

2024–2025 Academic Year

DEI-AB Goal

The Regional Math & Science Center (RMSC) prioritizes creating space that represents and respects a variety of backgrounds and experiences. The core objective is to foster a sense of belonging for everyone who actively interacts with the RMSC. The goal is to be an example for the college of best practices for engaging the community, so that everyone feels included, valued, and welcomed on campus.

(Long term goal: 3 – 5 years)

Objectives

1. The RMSC will assess and improve the current office climate based on office surveys created from UC Berkley's strategic toolkit. These surveys can be adapted to the specific needs of the RMSC, focusing on factors that contribute to a positive and inclusive office climate.
2. The RMSC will increase student retention in summer programming activities by tailoring programs for diverse learners that offer safe spaces, social-emotional learning activities, scholarships, and partnering with diverse organizations.

Strategies

1. Strategy 1: The RMSC will encourage and incentivize continued engagement in professional development in the areas of DEI-AB.
2. Strategy 2: The RMSC will improve office climate by centering the importance of intercultural conversation.

DEI-AB Development Activities

The RMSC staff will engage in a variety of development activities to increase our capacity to serve our constituents well and recruit and retain an impactful group of staff to support our work. As a staff, we will engage in a book study that supports our DEI-AB goal. The book will be finalized as an office staff from a curated selection of recommended readings. Each month, we will dedicate time in our staff meeting to reflect on our reading. In addition to the book study, the Inclusion and Equity Institute will come to the RMSC to engage in office climate conversations to increase our intercultural communication. Ideally, this will occur in the fall to launch our academic year centered in growth in this area. Finally, as all staff are encouraged to attend various seminars on DEI-AB themes related to our goal, we will also require one professional development goal to be centered on DEI-AB in the GVSU evaluation process.

Reflection

The RMSC will engage in continuous reflection. The personal growth in these areas is directly related to the reflection and processing time our staff will engage. By providing in office time to reflect as a group as well as an individual time, we anticipate growth that will improve our office climate and the constituents we serve.

We plan to create our own internal assessment for office climate based on the UC Berkley Strategic Toolkit. We will take the survey annually and strive to improve in all areas with 100% of staff feeling comfortable or very comfortable in the office by the end of the five-year cycle. We look forward to hearing about what our staff find impactful through the book study and professional learning activities.

Timeline

The RMSC will engage in reflection throughout the 24/25 academic year. Monthly, we will reflect on our book study. During these reflection times, staff will be encouraged to connect any other DEI-AB work they have done and share with the group. Staff will comment on their professional development goal related to DEI-AB quarterly. These comments will be compiled for the reflection that is due in May 2025. As our goal is long-term, we hope to see incremental growth throughout the year. Ideally, we would engage in our office climate survey annually starting in the Fall 2024. If we do this, the office climate growth data will be available in Fall 2025.