

Organizational Structure for the CDO

Priority 1: Access, Growth & Advancement

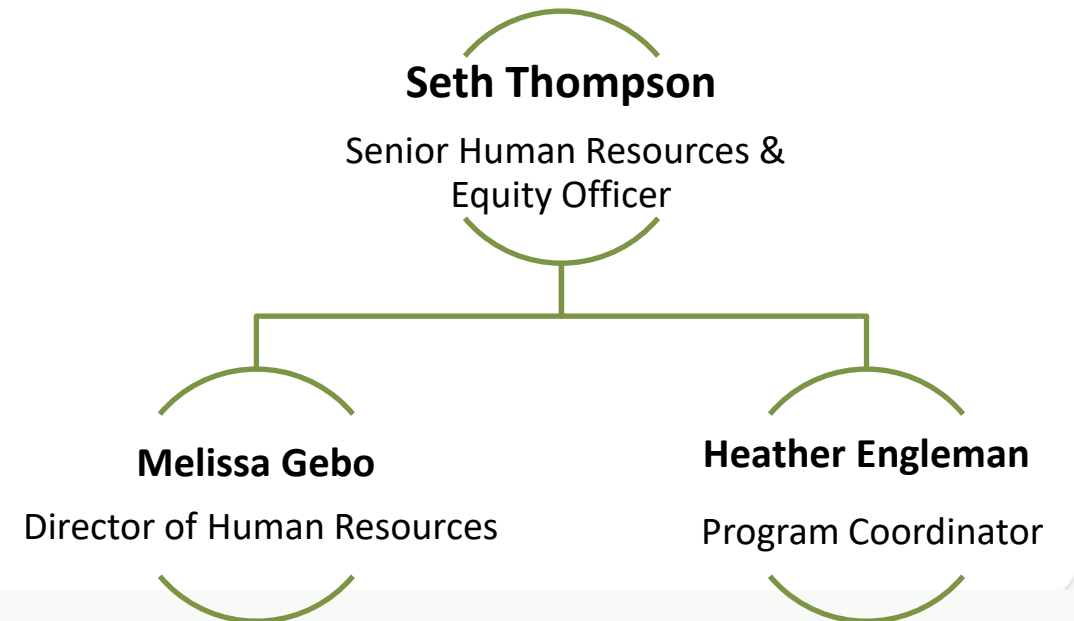
Campus Title Change

✓ Chief Diversity Officer

to

✓ Senior Human Resources & Equity Officer

Structure



Campus Climate Strategic Action Plan

Based on the 2024 Student and Employee DEI Campus Climate Survey Translating Data into
Measurable Institutional Accountability

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Institutional Framework

A multi-year, action-oriented plan establishing leadership accountability, measurable timelines, and key performance indicators across three shared priorities.

Three Shared Strategic Priorities



1. Access & Advancement

Enhance disability accommodations, testing space, and student services while establishing transparent professional development pathways for employees.



2. Belonging & Culture

Expand inclusive student recruitment and residence life programming. Solidify employee affinity group support while fostering cross-departmental community and integration across all employee groups.



3. Safety, Equity, & Accountability

Build institutional trust through transparent reporting, standardized complaint follow-up, bias education, and proactive anti-retaliation campaigns.

Priority 1: Access, Growth & Advancement

Student Focus Initiatives

- ✓ **Space Assessment:** Assess accommodation & testing space needs with EIT and Academic Support (Fall 2026).
- ✓ **Testing Expansion:** Expand accessible exam locations by 15% across campus (Spring 2027).
- ✓ **Resource Guide:** Launch a centralized accommodation guide targeting 90% student awareness (Spring 2027).

Employee Focus Initiatives

- ✓ **Funding Criteria:** Publish standardized selection criteria for conference & development funds (Fall 2026).
- ✓ **Mentorship Pilot:** Launch employee mentoring program with 5–10 participants in Year 1 (Spring 2027).
- ✓ **Development Audit:** Establish annual equity audit and planning targeting 80% participation (Fall 2027).

Priority 1: Success Metrics

- 📈 **15% Satisfaction Increase:** Boost student satisfaction ratings for disability accommodations and accessibility services.
- ⬇️ **20% Complaint Reduction:** Significantly decrease accommodation-related complaints through expanded space and clear workflows.
- 👤 **15% Employee Growth Satisfaction:** Improve faculty and staff perceptions regarding professional development accessibility.
- ⚖️ **Equitable Advancement:** Reduce perceived inequities in career advancement and leadership selection.



Priority 2: Cultivating Culture

Expanding belonging across classrooms, residences, and identity groups.

Residence Engagement: Implement inclusive residence hall programming (+20% participation).

Affinity Support : Expand affinity organization programming by 25% (AY27).

Cross-Cultural Series: Host min. 2 annual cross-cultural leadership events (Fall 2026).

Underserved Outreach: Establish yield strategy and 10 pre-college NY partnerships.



Priority 2: Inclusive Excellence & Belonging



Student Belonging

Develop residence hall engagement strategies (+20% participation) and expand affinity organization programming participation by 25% across AY27.



Outreach & Yield

Strengthen pre-college awareness with 10+ new NY community partnerships and execute recruitment strategies targeting underserved student populations.



Employee Integration

Expand employee Resource Groups (+25% growth), host department climate sessions, and deliver Inclusive Leadership training to 90% of supervisors.

Priority 2: Success Metrics

- 📈 **Increase belonging** scores by 10% among students with disabilities and students of color, and among employees overall. *(Both)*
- ⬇️ **Improve perception** of institutional diversity by 15%. *(Student)*
- 👤 **Increase participation** by 25% in identity-based and cross-cultural programming for students, and in cross-department initiatives for employees. *(Both)*
- ⚖️ **Improve perceptions** of integration across work environments. *(Employee)*



Priority 3: Safety, Trust & Accountability

Reporting & Transparency

100% Complainant Follow-Up: Standardize communication expectations and document follow-up for all complainants by Fall 2026.

Incident Dashboard: Publish an annual climate, conduct, and reporting dashboard starting in Fall 2027.

95% Service Adherence: Establish strict response benchmarks across Conduct, Title IX, Title VI, and Legal Counsel.

Education & Anti-Retaliation

Reporting Campaign: Execute campus education campaigns aiming for 90% awareness of reporting options.

Anti-Retaliation: Roll out targeted employee anti-retaliation awareness campaigns and bias response training.

Annual Pulse Checks: Conduct annual IR pulse checks to measure ongoing confidence and institutional responsiveness.

Priority 3: Accountability Metrics

+15%

Increase in Reporting Trust & Confidence

Institutional Commitment

- ✓ **90% or greater Resource Awareness:** Achieve near-universal awareness of reporting mechanisms among students and staff.
- 🔒 **Anonymous System Evaluation:** Address system limitations to build trust in reporting safety.
- 👉 **Perception of Action:** Improve student and employee confidence that reported incidents are appropriately and swiftly addressed.

Multi-Year Dashboard

Institutional KPI	SP27 Target	SP28 Target	SP30 Target
Sense of Belonging (Students & Employees)	+5%	+10%	+15%
Confidence in Reporting Systems	+5%	+10%	+15%
Awareness of Reporting Resources	90%	95%	Sustain (>95%)
Professional Development Participation	+10%	+20%	+30%
Affinity & Cross-Cultural Programming	+15%	+25%	+40%
Accommodation Satisfaction	+10%	+15%	+20%

Governance & Oversight Structure



Executive Sponsor

President's Cabinet: Provides strategic direction, resource allocation, and overall institutional alignment for the Climate Plan.



Lead Coordinators

OIDEA, SHERO, Human Resources, Student Affairs, Academic Affairs, Facilities, Institutional Research, Enrollment, & University Police.



Oversight Bodies

IDEA Council & Trustees: Board of Trustees Diversity Council and IDEA Council conduct formal annual progress reviews.

Action & Accountability

Thank you for advancing access, belonging and equity at SUNY ESF.

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