Minority Employee Council  
2012-13 Strategic Plan

Objectives:
1. The MEC will produce a plan of action for 2012-13 that fulfills its goals.
2. The MEC will improve its visibility.
3. The MEC will identify ways to retain faculty and staff of color.

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| 1. The MEC will foster a better understanding of diversity through joint programs and open dialogues. | 1. Attend the statewide Faculty and Staff of Color Conference (FSOCC)  
2. Attend campus events that include, but are not limited to, the Ethnic Student Center, Compass 2 Campus, CEED, WCE Diversity Committee, World Issues Forum  
3. Meet quarterly | 1. Report to council about latest statewide initiatives  
2. Attendance at events increases  
3. Opportunities to meet are scheduled quarterly | 1. Staff attended FSOCC  
2. In progress  
3. Planned Board and Council meetings, First Fridays |
| 2. The MEC will advocate on behalf of the diverse staff/faculty populations. | 1. Support staff/faculty/programs that sustain diversity initiatives on campus  
2. Advocate for a qualitative study to add dimension to the quantitative results of the HERI and FALL 2012 Staff Engagement and Diversity Climate Survey Report  
3. Advocate for an updated salary equity study based on race and gender for professional and classified staff | 1. Members serve in advocacy roles  
2. Recommend to President’s Task Force that a qualitative study be produced  
3. Recommend to President’s Task Force that a salary equity study be produced | 1. In progress  
2. Focus groups being formed  
3. Make recommendation |
| 3. The MEC will work to increase the amount of faculty and staff of color to be more representative of the population. | 1. Send job announcements to potential applicants, add a link on the MEC website about job openings  
2. Support University recruitment process  
3. Meet/host faculty and staff of color finalists in interviews | 1. Keep track of hires  
2. Review job descriptions, serve on search committees  
3. Track number of finalists of color who are hired | 1. In progress  
2. Accomplished  
3. In progress |
| 4. The MEC will work to build a more inclusive university environment. | 1. Recommend MEC board representative(s) serve on President’s Taskforce on Equity, Inclusion and Diversity: [http://www.wwu.edu/president/diversity.shtml](http://www.wwu.edu/president/diversity.shtml)  
2. Network with departments  
3. Review the FALL 2012 Staff Engagement and Diversity | 1. Recognize President Shepard through website or other forms of communication  
2. Recognize departments who support an inclusive university environment  
3. Collaborate with EO/HR/Instit. Research and publish | 1. In progress  
2. In progress  
3. In progress |
Climate Survey Report:  
results on website  
4. Develop focus groups to discuss results of survey  
4. Focus groups being formed

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| 5. The MEC will promote and provide a place for community and social interaction among faculty and staff of color. | 1. Schedule First Friday events  
2. Schedule President’s Reception w/MEC | 1. Keep track of attendance  
2. Invite members to attend reception | 1. Accomplished  
2. Accomplished |
| 6. The MEC will revise its charter. | 1. Distribute current charter to members for review | 1. Present charter changes at Council’s general meeting  
2. Vote on changes at next MEC board meeting based on input from general meeting | 1. In progress  
2. In progress |

**VISIBILITY**

1. The MEC will improve its visibility.  
1. Hire undergraduate to update MEC website  
2. Design a brochure  
3. Interview faculty/staff for website | 1. Provide undergraduate with items to post on website  
2. Print brochure  
3. Publish interviews on website | 1. Accomplished  
2. Accomplished  
3. In progress |

**RETENTION**

1. The MEC will identify ways to retain faculty and staff of color.  
1. Update list of new hires from HR/EO quarterly  
2. Create and implement professional development oppor.  
3. Request from EO and HR a retention study of employees broken down by race and gender  
4. Create and implement elements to enhance mentoring program  
5. Pursue avenue for release time for classified staff to participate in campus service leadership roles, such as serving on the MEC board  
6. Pursue avenues to appropriately recognize professional staff and faculty’s leadership roles in MEC | 1. Send welcome letter to new employees  
2. Schedule professional development opportunities  
3. Recommend to President’s Task Force that a retention study be produced  
4. Recommend to President’s Task Force that funds be secured for faculty/staff to mentor new employees  
5. Recommend to President’s Task Force release time for classified staff  
6. Faculty Senate recognizes faculty’s service on the MEC board  
7. HR places letter of service in permanent file for faculty, professional staff and classified staff for | 1. In progress  
2. Accomplished  
3. Make recommendation  
4. Make recommendation  
5. Make recommendation  
6. Make recommendation  
7. In progress |
| | | service on the MEC board |