



UNIVERSITY ADVANCEMENT

Inclusive Excellence Action Plan

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SO, 2.2.1. Utilize best strategies and practices to enhance the retention, persistence and completion of undergraduate and graduate students from historically underrepresented communities.

Action	The Day of Green will have a Diversity and Inclusion fundraising initiative for donors to support diversity programming.
Metric	25 Day of Green donors to the Diversity and Inclusion initiative \$5,000 in gifts to Diversity and Inclusion initiatives
Accountable Agent	Assistant Vice President of University Advancement
Resources needed to execute action	Day of Green software Commitment from stakeholders to be ambassadors and provide challenge gifts
Timeline	FY23 Day of Green is March 28-29, 2023.

SO, 3.1.4. Utilize effective strategies to recruit and retain diverse Northwest employees and board members from historically underrepresented communities and international countries.

Action	The Northwest Foundation Board of Directors will increase the diversity of its membership.
Metric	20% diverse membership
Accountable Agent	Northwest Foundation Board
Resources needed to execute action	Nominations of qualified candidates
Timeline	Annual membership process

Action	The Northwest Alumni Association Board of Directors will increase the diversity of its membership.
Metric	20% diverse membership
Accountable Agent	Northwest Alumni Association Board
Resources needed to execute action	Nominations of qualified candidates
Timeline	Annual membership process

SO, 3.1.1. Allocate time and commitment to implement diversity and inclusion training for all Northwest employees.

Action	The Office of University Advancement staff will participate in semiannual diversity training.
Metric	100% participation
Accountable Agent	Vice President of University Advancement
Resources needed to execute action	Training provided by Office of Diversity and Inclusion and/or online training provided via HR
Timeline	FY24

Action	The Northwest Foundation and Northwest Alumni Association members will receive voluntary diversity training on an annual basis.
Metric	50% participation
Accountable Agent	Vice President of University Advancement and Director of Alumni Relations
Resources needed to execute action	Training provided by Office of Diversity and Inclusion
Timeline	FY24