2023 ODMA PROGRAM REVIEW ACTION LIST - INSTITUTIONAL

ID	Topic	Description	Owner	Priority	Date Added	Target Date	Status	Running Status Comments	Completion Date	Notes on Completion / Results
Unique identifier	Brief 3-5 word description of action item	Full description of action item	Person who is responsible for completing this item	1-High 2-Medium, 3-Low	Date this action item was added to this list	Desired date this item should be completed	1-Not started, 2-In progress, 3-Complete	Status comments on item. Format with most recent comment FIRST, include date and initials.	Date this item was complete.	Notes or results on the completion of this item, such as final decision document location, results of implementing requested fix, etc
1	Institutional Leadership	Senior leadership to take meaningful actions and steps to develop trust with all constituents and campus stakeholders to confirm their role(s) as allies, partners, and advocates who are committed to diversity, equity, and inclusion. One way is to design and coordinate engagement opportunities articulating the importance of equity. Another is to invite feedback across varied groups of stakeholders with knowledge, expertise, and experience. We urge Cabinet members to partner with diverse constituents and build relationships of trust including an environment that affirms the way in which ODMA contributes to the academic and social integration of minoritized students.								
2	Institutional Leadership	Structure professional development opportunities for the Student Affairs Leadership Team to participate in organizational learning and education in diversity, equity, and inclusion; these opportunities will enable them to increase their knowledge and leverage these understandings to be more culturally aware and responsive as they lead a highly diverse student population and support SLCC's goal to become a Hispanic Serving Institution.								
3	Institutional Leadership	Clarify the role of the Chief Diversity Officer on campus and determine the degree to which their position and department collaborate with ODMA. Both the CDO and ODMA should have a clear charge as well as opportunities for intentional partnerships. Even though the relationship between the Division of Student Affairs and the CDO is unclear, collaboration between the two entities can fuel innovation, success, and transformative experiences for students.								
4	Institutional Leadership	Invest in stabilizing a stronger and sustainable model of leadership for those who are empowered to work on diversity, equity, and inclusion – and start with ODMA. The leadership in ODMA might benefit from resetting team expectations with staff, creating norms to resolve conflict, and (re)establishing a sense of community in the department. These actions could reduce turnover at the director and Academic Vice President levels and minimize siloes.								
5	Institutional Leadership	Since the Director of ODMA is charged with overseeing all the centers, consider re-assessing their title and/or salary, as well as benchmarking this potential change with peer institutions, and adding them to the Student Affairs Leadership Team.								
6	Organizational Structure	Explore what a partnership between ODMA, the Student Affairs Leadership Team, and the CDO's office might look like to make a broader impact through initiatives and best practices adopted from the research and scholarship in EDI as well as Student Affairs								
7	Organizational Structure	ODMA is positioned in the Division of Student Affairs, and we recommend that their primary charge should continue to focus solely on students.								
8	Organizational Structure	Examine the space utilization of the Clifton Sanders Library to determine a more efficient use and explore if there might be a stronger partnership between GSSRC and the CDO's office at the South Campus location.								
9	Institutional Strategic Plan	Define equity and make its definition accessible for members of the campus community to better understand how to operationalize this term and practice it in their respective role(s).								
10	Institutional Strategic Plan	If there are plans to create a new strategic plan for SLCC, we recommend identifying the area(s) in which the leaders of ODMA (or its AVP) can be integrated as a (co)lead or partner. More broadly, we recommend an invitation to all leaders and constituents from each unit and department across campus to participate in the strategic planning process and engage in the implementing the priorities generated in the plan with its proposed time frame. Provide multiple opportunities and avenues for input.								
11	Instituional Strategic Plan	Share the institutional responsibility of equity – with ODMA and other campus partners – to widen SLCC's structural and organizational capacity to articulate this value. Consider, for example, having de-centralized plans across the institution that map onto the institution's centralized plan.								
12	Insitutional Strategic Plan	Align institutional intentions with appropriate actions and resources to become an HSI by ensuring there is institutional capacity to adequately support students and their families whose identities are primarily "Hispanic" and intersect language, ability, nationality, orientation, and race (among other identities).								

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13	Instituional Strategic Plan	Mobilize the work of diversity, equity, and inclusion as well as its resources in SLCC's next strategic plan to influence cultural change with incentives and metrics for accountability across individual units and departments among its leaders. This includes scaling up some of the approaches by ODMA.							
14	Campus Climate & ODMA	Education and discussion of broader conceptions and definitions of women can be beneficial to the college community. More broadly, we recommend trainings for all staff at SLCC on cultural competencies to enhance their approach in advising students.							
15	Institutiional Strategic Plan	Mobilize the work of diversity, equity, and inclusion as well as its resources in SLCC's next strategic plan to influence cultural change with incentives and metrics for accountability across individual units and departments among its leaders. This includes scaling up some of the approaches by ODMA.							

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