

Attachment 2: Areas of Concerns Under-Examined in HSU's Diversity Action Plan

Throughout our work this term, DPAC has been careful to focus on action items contained in the HSU Diversity Action Plan. We received a specific charge from President Richmond to shepherd forward the action items in the Plan. Hence we have attempted to steer clear of any areas of work that fall outside the purview of the Plan, preferring to keep our work focused and within the formal charge from the President.

Two items arose this term that compel us to work outside the narrow boundaries of the Diversity Action Plan, and we include this addendum to the report in order to make clear that these two issues, while central to what we believe is the spirit of that document, were not prominently featured in the Plan as written.

These two items are:

- **Student Retention:** While referenced in the original Plan, the Plan itself does not contain significant action items related to the vast and complex work of student retention. As this has emerged as a central concern for DPAC, we believe it is important to call on the administration to both commence a planning process to create action items related to retention and to add retention in the charge of our council.
- **Students, Staff and Faculty with Disabilities:** The original Plan references people with disabilities and issues related to access and equity but offers few action steps in this particular area. We believe this is a serious omission and needs to be placed front and center in diversity efforts on our campus. With this in mind, our report calls on the President to expand our charge and call for the creation of a plan with specific action items related to people with disabilities at HSU.

In the future, we anticipate we will uncover other items that have been overlooked in the Diversity Action Plan or new items that emerge as our work proceeds. We hope to respond by identifying these matters explicitly in our report and suggesting steps the university might take to expand our charge or respond through other avenues.