

Division Priorities Addressing Student Needs for DEIB

Diversity, Equity, Inclusion and Belonging Education

Development of a comprehensive DEIB educational component for students. With the curation of a DEIB education and training component, students will be able to gain enhanced cultural competencies which improves students' overall worldview. In applying the education learned in the DEIB Education, students will be more marketable and prepared for employment opportunities.

Increase retention and recruitment of staff from underrepresented populations

The Talent Manager Position will lead and support staff recruitment processes, including creating diverse candidate pools. This position will review all hiring practices within Student Affairs for potential barriers to achieving the goal of increasing candidates from underrepresented populations for position openings. It is our hope that this position will review national best practices for inclusive recruitment and also be able to review job postings for any implicit bias language and ensure inclusive language.

Increased cultural competency training/ education for Student Affairs staff

It is imperative to have Student Affairs staff actively engaging in educational opportunities that provide DEIB related topics that increase their cultural competency. While working on a college campus, it is crucial to have Student Affairs staff that understand the various student identities that we engage with on a daily basis. A few of the DEIB training opportunities that will be offered to staff include:

- Expert Education Presenters
- Staff Development- DEIB Education Opportunities
- DEIB Staff Awards
- DEIB Staff committee

Scholarship opportunities for underrepresented populations through Student Affairs

Increasing the Student Affairs Diversity Fund as well as other opportunities to provide funding for underrepresented populations will eliminate one of the top barriers to success for many students. Providing financial assistance opportunities will give students from underrepresented populations the reassurance that Student Affairs values and supports their success at UGA.

Well-Being initiatives for underrepresented students.

Collaborating with the Associate Vice President for Well-Being we will continue conversations on maintaining, reviewing, and creating new opportunities for underrepresented populations to have engagement opportunities surrounding well-being. It will be important to be intentional in aligning well-being initiatives with underrepresented populations. Having programs that address mental health through CAPS, Student Care and Outreach, Health Services, and Recreational Sports will be important in eliminating possible stigmas that exist between well-being and underrepresented populations.