

### DIVERSITY OPPORTUNITY AND INCLUSION PLAN

Norfolk State University (hereafter NSU) is committed to promoting and providing an academic environment that is accessible and welcoming to all students, staff, faculty, and university constituents. Below is an inclusion plan in accordance with H.B. 1453.

**The plan below is in alignment with the goals outlined by the Commonwealth of Virginia. The goals for the Commonwealth of Virginia can be found on the far-left column of the matrix.**

GOAL:	NSU GOAL:	STRATEGY:
<b>CoVA Goal: Access &amp; Success</b> - Recruit and retain a diverse workforce by increasing access to diverse populations for recruiting	Implement systems to attract, recruit and retain diverse faculty and staff to support student success	• Implement a formal HRIS system that will reduce the amount of time from recruitment to hire
		• Engage in recruitment activities around the Hampton Roads community
		• The Office of Human Resources and the Office of Access and Equal Opportunity will continue to develop training materials and activities to promote equitable hiring practices
		• Utilize social media and other digital platforms to recruit and communicate job opportunities at NSU
<b>CoVA Goal: Welcoming &amp; Respectful Culture</b> - Create and sustain a culture that welcomes and embraces diverse opinions, independent thinking, and respectful interactions to deliver optimal results for the organization and its customers	Continue to promote a welcoming academic and learning community that values all	• Leverage existing administrative bodies to communicate organizational changes and updates while also welcoming feedback, recommendations, and dialogue regarding customer service.
		• Promote NSU's Culture of Care philosophy in standard activities including staff and faculty orientation and university wide activities
<b>CoVA Goal: Agency DOI Infrastructure &amp; Training</b> - Maintain a plan and infrastructure that continues to provide individualized skills training and career development for state employees	Implement a new employee experience framework for NSU employees	• NSU will increase training opportunities for all staff and faculty in collaboration with the University's Teaching and Learning function.
		• Provide a wide array of professional development opportunities for all employees at all levels

NSU accomplished the following:

- Engaged with an external agency (Doctums) to facilitate a process mapping exercise for HR functions which involved representatives from all university units including Academic Affairs.
- Hired an interim AVP for Human Resources
- Gathered feedback through the President's Executive Council (an advisory group with representatives from various academic and administrative units)
- [Constructive Dialogue Institute](#): NSU is one of 12 schools that participate in this institute which promotes strategies to integrate free speech, inclusion, and civil discourse in campus activities.