

UREC EDI Annual Plan 2022

UREC VISION

An equitable UREC community with opportunities for everyone with everyone.

UREC MISSION

Facilitate an inclusive environment where recreation and wellness opportunities transform, engage, and care for the App State community to enhance student learning and development.

EDI STRATEGIC ANCHORS

Representation	Outreach	Education	Access
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EDI OBJECTIVES

Diversify UREC Student staff crew that represent App State Community	Connect, design, and invite underrepresented groups	Increase student and pro staff awareness and education about EDI	Provide equitable access to UREC Programs, services, and facilities
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EDI INITIATIVES

Create tools (Dashboard) to measure diversity index (Participation & Staff)	Create an inventory of current partnerships	Implement a professional development plan for UREC	Work with all UREC areas to create co-sponsor programs
Increase representation in marketing and communication platforms	Create and keep updated a webpage that is showing & reporting UREC EDI initiatives & stories	Search local, regional, & national development opportunities	Review UREC Policies and Procedures
Put together student profile report by UREC area	Celebrate different and specific groups each month involving programs, social media, and facilities	Implement a communication system with Pro-staff (i.e. biweekly emails)	Create an annual report about EDI to be published
Set desirable indexes of diversity for each UREC area	Have the Trip Program recognizing land acknowledgement	Design and include a EDI rubric in the student staff semester evaluations	Research grants opportunities
	Create Graphic materials to acknowledge land at UREC facilities & Communication Platforms		
	Identify which groups are coming and which ones are not coming		
			Initiative starting by:
			SPRING
			SUMMER
			FALL