APPENDIX A

Personal Diversity/Inclusion Development Plan

Name: Kassie Grubbs
Plan Year: 2022

Below, please outline what activities you plan to engage in this year. This can be a fluid document throughout the year, but you should keep your supervisor informed of changes.

If this is your second time (or more) completing your plan, consider the following:

- How did you apply what you learned to your work, in your relationships with colleagues, and in your personal life?
- What is something that you are still thinking about/trying to understand?

Your responses to these questions may help you decide:

- to gain more knowledge on something you learned about last time,
- to determine how to implement what you learned last time, or
- to find a different topic that reflects what you learned.

<table>
<thead>
<tr>
<th>Category</th>
<th>Opportunity</th>
<th>Length of Time, if Known</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division Wide Requirement</td>
<td>Complete the Everfi Diversity and Inclusion training that all new students complete as part of Pre-Orientation Homework so we understand the language students are hearing and can reinforce messaging.</td>
<td>Approximately 90 minutes</td>
</tr>
<tr>
<td>Departmental Training</td>
<td>&quot;I Am Not Your Negro&quot; watching &amp; discussion</td>
<td>90 minute minimum, including discussion.</td>
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<tr>
<td>Pick at least 1 self-directed learning experience.</td>
<td>Bridge course (TBD)</td>
<td>50 minute minimum</td>
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<tr>
<td>Pick at least 1 indirect learning opportunity.</td>
<td>Nice White Parent (podcast)</td>
<td></td>
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</tbody>
</table>

All plans should be complete by May 31 of any academic year.

List 3 things you hope to gain through completing your development plan.

1. increased understanding/awareness of my own privilege
2. understanding of how to address unconscious bias
3. learn when to listen vs when to speak up