

2020-21 Goals *(including strategic actions)*

1. **Demonstrate leadership commitment and accountability**
 - a. Conduct ongoing leadership training and education
 - b. Establish and exercise multiple Advisory Teams (family members, students, administration/faculty/staff members, and alumni) and LHPS DEI Student Honor Council
 - c. Coordinate and partner with Board of Trustees DEI Committee
 - d. Develop (and execute) communications plan
 - e. Provide bi-annual "check-in" spaces for engagement between leadership and employees
2. **Foster a connected culture that embraces diversity of identity, thought, and experience**
 - a. Develop a plan to assess whether current policies, practices, and procedures are inclusive of, and sensitive to, identities represented within the Highlander community
 - b. Provide learning, exchange, and celebratory opportunities focused on diversity for employees and students
 - c. Develop a plan to ensure support, mentoring, and counseling for all identities, specifically considering safety for those in marginalized groups
3. **Build a diverse talent pipeline**
 - a. Develop a 2021-23 Talent Management Plan focused on recruitment (*attraction and engagement*) and retention (*engagement and development*)
4. **Build a diverse student population**
 - a. Evaluate enrollment/admission process to address areas of bias, centering on the prospective/new student's experience
 - b. Evaluate financial aid process
 - c. Develop a 2021-22 Enrollment Plan focused on continuity of purpose and quality engagement (communications/recruitment/transition)
 - d. Perform a curriculum review, ensuring that the learning environment and resources are accurate, reliable, and free from bias
5. **Promote authentic connection via community relationships in support of marginalized groups within the Greater Orlando area**