Goals & Priorities for NDG (Short-Term, Long-Term, and On-going)

From NDG Leadership Retreat, June 1, 2013

A. Engage Our Students (Short-Term and On-going)
   1 Support Steps to Success (STS) this summer – July 26th to July 28th
      i) At least 3 NDG members will participate – specific roles will be defined based on the
         needs of the Outreach Program.
   2 Support Step Up program this academic year
      i) NDG members will provide at least 3 hours each semester to the program – tutoring,
         mentoring, weekly meetings, share perspectives. Specific tasks will be defined based
         needs identified by Astrid Jones, SLT.
   3 Become visible to MSSE AALANA graduate students this fall – Orientation
      i) Tommie will seek permission from Gerry Bateman, program chair, to allow NDG to
         introduce themselves to MSSE during fall orientation. At least 2 NDG members will
         attend the orientation.
   4 Support other smaller programs this academic year
      i) Participate in Apple Fest, Ethnic Fest, John Marshall High School visit, etc. as we
         have done in the past.

B. Become Data Driven – ensure that requests for data are followed-up and that data is shared
   with the relevant parties.
   1 Obtain general categories of attrition from HR – Fall Semester
      i) Discuss partnering with AFSA to collect this data
   2 Use NTID Annual reports to synthesize longitudinal data on AALANA community – By
      December 2013
      i) Faculty/Staff – hiring, terminations, tenure/promotion, distribution of AALANA in
         NTID departments
      ii) Students – enrollment, graduation, attrition, distribution of AALANA students in
         NTID programs
   3 Compare AALANA community data from NTID with RIT data and national data – By
      December 2013; academic year
      i) Examine demographic trends between NTID and RIT in relation to goal 2i above.
      ii) Identify other relevant data being collected at RIT that can be disaggregated to better
          understand NTID trends
   4 Compare NTID AALANA faculty/staff employment data with Gallaudet AALANA
      faculty/staff employment data – by December 2013
      i) Obtain annual reports from Gallaudet and synthesize with NTID reports
   5 Confirm the timeline/dates for dissemination of the HR employment satisfaction survey
      and Office of Diversity and Inclusion climate survey.
C. Develop Structures for Advocacy – academic year; On-going
1. Write letters of support for members as needed by January 2014
2. Conduct “Rap” Sessions – at least once each semester; more if time permits
   i) The “Rap” sessions will be small group meetings where NDG members can come and share their insights. These will be conducted separate from leadership team and general assembly meetings. Confidentiality will be the first “ground rule” for these sessions.
3. Develop strong relationship with partners – Fall Semester; On-going
   i) Cliff Eddington – HR Service Manager for NTID Staff
   ii) Alvin Boyd – NTID Office of the President
4. NDG formally support release time for the NTID Special Assistant to the President for Diversity and Inclusion – Fall Semester
5. Schedule a meeting with Essie Calhoun-McDavid, NAG representative and RIT Trustee, to discuss our plans and receive feedback. – by January 2014