

Guiding Principles for Data and Feedback Framework

On December 14, 2023, the Strategic Planning Steering Committee discussed how to gather opinions for the new Strategic Plan. The committee discussed two main questions:

1. Is there any way we should get feedback that we haven't thought of yet?
2. How can we make sure people trust and like this process so they'll want to join in and share their ideas?

The committee came up with some important ideas to guide their work:

1. **Stand Against Racism and Bias:** We will create a welcoming space where everyone's voice is heard, especially because racism and biases are problems in our society and at our colleges.
2. **Make It Easy for People to Participate:** We will try to meet with different groups where they normally meet, like in classrooms or at work. We will offer different ways to give feedback, like online or in person, but won't have hybrid meetings. We will also show that we value people's time and knowledge.
3. **Show How Important This is:** We will clearly explain how the strategic plan benefits employees and students. We will share how the strategic plan will help our community and how people's ideas will make real changes.
4. **Be Direct:** We will be honest about how we will use people's opinions and share all the information openly.
5. **Be Clear:** We will gather information in ways that are quick and easy to understand. We will avoid complicated activities and confusing language.
5. **Keep Track and Follow Through:** We will save all the feedback and follow up with people to summarize the ideas we gathered and the decisions we made.
6. **Keep Leaders Involved:** We will make sure leadership stays involved the whole time, not just at the end.