1) Develop a shared and inclusive understanding of cultural diversity
   - Create a campus wide dialogue where offices are expected to work together to create a clear definition of diversity and a positive climate for diversity.
   - Ensure that diversity and inclusion are included in the University Strategic Plan
   - Foster a dialog that enables a clear and consistent approach toward Strategic Plan objectives and strategies

2) Create a campus climate that welcomes and supports diversity
   - Research and review metrics to identify where we are and where we want to go in regard to diversity
   - Advocate and ensure that climate surveys are administered to faculty and staff to gather information about personal experiences, perceptions and attitudes in regard to campus diversity
   - Ensure that cultural programs and services are assessed and measured for effectiveness
   - Expand the Safe Space Ally Training Program- offer additional training opportunities per semester

3) Explore ways to implement best practices in recruitment and retention of diverse students
   - Research best practices of other similar institutions similar to UB
   - Review current practices at UB that are successful in the recruitment and retention of diverse students
   - Advocate for best program and/or service practices that encourage recruitment and retention of diverse students to the correlated University offices

4) Explore ways to implement best practices in recruitment, hiring and retention of a diverse workforce
   - Research best practices of other similar institutions similar to UB
   - Review current practices at UB that are used to recruit and retain a diverse workforce