

SHP Strategic Alignment Process Template

2024-2026

Aligning with Forging Ahead & Growth with Purpose

Those of you who review and provide feedback, know the document is still being reviewed by legal to ensure we are in alignment with HB129.

FOUNDATIONS

Cultural Empowerment

Strategic Goal: Establish an environment that nurtures a culture of inclusion, collaboration, and accountability that empowers all members of the SHP community to contribute to the school's success through open communication, shared governance, and a steadfast commitment to inclusive excellence, respect, and safety.

Strategic Objective 1

Cultivate an inclusive and supportive atmosphere that empowers every community member to contribute to the advancement of education, research, innovation, community engagement, and health care.

Activities:

1. Establish and support affinity groups to promote inclusion and collaboration.
2. Implement a recognition program that celebrates contributions across all areas of SHP's mission, emphasizing all perspectives and approaches.
3. Facilitate cultural competency continuum training sessions for all faculty, staff, and students.
4. Create a mentorship program that pair individuals across departments and levels of experience to promote cross-cultural and cross-generational learning.
5. Implement a "Voice of SHP" initiative, highlighting diverse experiences and perspectives.

Strategic Objective 2:

Advance organizational transparency, accessibility, and fairness in all processes and decision-making.

Activities:

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| 1. Implement a representation policy for all committees, workgroups, and taskforces. |
| 2. Conduct annual audits of hiring, promotion, and performance evaluation processes, with action plans to address identified areas of improvement in fairness and inclusivity. |
| 3. Ensure all digital platforms meet WCAG 2.1 AA standards and implement a regular accessibility review process. |
| 4. Establish a transparent decision-making framework that communicates how input from various stakeholders is incorporated. |

Strategic Objective 3:

Foster a culture of respect, safety, accountability, and civility throughout the SHP community.

Activities:

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| 1. Develop and implement safety protocols addressing both physical and psychological well-being, with a particular attention to the needs of diverse community members. |
| 2. Create a transparent accountability structure with defined consequences for policy violations and a system for tracking and reporting incidents. |
| 3. Conduct annual confidential surveys on experiences of respect, safety, inclusion, and civility, with results and action plans shared with the community. |
| 4. Facilitate annual workshops on respectful interactions, bystander intervention, civility, and creating a positive work environment that support our shared values. |
| 5. Implement a restorative justice approach for addressing conflicts and policy violations, focusing on learning and community building. |
| 6. Develop and implement a comprehensive civility training program for all SHP members, focusing on: <ul style="list-style-type: none"> a. Effective communication in various environments b. Conflict resolution and de-escalation techniques c. Cultural competency continuum d. Digital civility and responsible online behavior |
| 7. Integrate civility concepts into new employee orientation and student onboarding processes. |

Strategic Objective 4:

Establish a collaborative decision-making environment that allows all SHP members to contribute to the school’s strategic direction.
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Activities:

1. Implement a multi-channel communication strategy, including regular town halls, newsletters, and an interactive intranet platform, ensuring accessibility for all SHP community members.
2. Create a formal feedback system with anonymous option for input on school operations and decision-making processes.
3. Provide annual reports detailing how SHP community feedback has influenced decisions and impacted SHP’s strategic direction.
4. Establish cross-functional teams for major initiatives, ensuring representation from various departments, levels, and demographics groups.
5. Create an innovation lab where all community members can propose and collaboratively develop ideas for improving SHP operations and culture.

In Process of being fully developed

SMART Criteria for Dashboard Metrics for Culture Empowerment – By 2026:

1. Conduct a biennial cultural empowerment scan. Constructs to be included: safety, culture, climate, and equity.
2. Establish an anonymous reporting system to communicate practices/actions/activities that are not in alignment with the SHP Cultural Empowerment Foundation.