

Diversity, Equity, and Inclusion Recommendations

Goal: Remove systemic barriers and cultivate an inclusive and equitable culture that recognizes and celebrates the value that diversity brings to learning, research, and innovation				
#	Strategy	Critical Tasks (PERSON RESPONSIBLE)	Deadline	Date Completed
1	Engage SIT teams to review and update critical tasks to further support and encourage D&I	a. SIT 1 – Create First-generation Student Summer Bridge Programs – SVP-AAP b. SIT 2 – Create Discover Scholars program – SVP-AAP	a. Aug. 2019 b. Aug. 2020	a. Aug. 2019
2	Infuse D&I expertise to create and improve student affairs programming and better engage students	a. Develop a student-focused organization to work with students on multi-cultural student events and programs; re-organize to provide additional resources – D-ISS-DB b. Assess perceptions of students currently engaged with multicultural organizations – SVP-AAP	a. Jan. 2021 b. Jun. 2020	
3	Provide hiring managers with the techniques and tools needed to recruit, hire, and retain a diverse workforce	a. Provide updated hiring guidelines & serve a consultative role in assisting hiring managers through the hiring process – VP-HR b. Update Faculty Search process - Expanded diversity recruitment resources provided by HR to search committees – VP-HR	a. Oct. 2020 b. Aug. 2020	
4	Enrich faculty professional development	a. Create a formal faculty mentoring program - SVP-AAP	a. Jul. 2020	
5	Expand training offerings professional development for faculty and staff	a. Create an Inclusive Teaching Certificate – CTLE-DB b. Continue support of SafeZone Training - VP-HR c. Re-evaluate current sexual harassment training - VP-HR d. Revamp the new employee orientation and new faculty orientation – VP-HR e. Develop faculty training on grants (i.e. writing, OSRA policies and procedures) – SVP-AAP f. Develop training on the promotion and tenure process – VP-HR & SVP-AAP g. Develop and launch DEI learning series to be offered virtually to serve all University – SVP-AAP	a. Jun. 2020 b. Jun. 2020 c. Aug. 2020 d. Jul. 2020 e. Oct. 2020 f. Dec. 2021 g. May 2020	a. Jan. 2020 b. Apr. 2020 g. Apr. 2020
6	Re-imagine the Office of Diversity and Inclusion	SVP-AAP	Dec. 2020	
7	Prepare for the unexpected crisis	a. Develop a Campus Climate Flashpoint process to prepare, assess, and respond accordingly to effectively address community and campus flashpoints – SVP-AAP	a. Jul. 2020	
8	Ensure messaging reflects commitment	a. Conduct a policy and procedure review/audit (to include catalogs, handbooks, web pages, and APPMs, etc.) with a D&I lens to identify and mitigate potential areas of implicit biases; Administrative policies – VP-HR; Academic policies – SVP-AAP	a. Aug. 2020 b. Jul. 2020	

		b. Establish a standard review procedure for University communications to ensure messaging reflects inclusive values of the institution. – SVP-AAP		
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