

DIVERSITY & INCLUSION REPORT

PROPOSED TWO-YEAR ACTION PLAN



Immediate Action Items

1. The university will commit increased financial resources to ensure that we recruit, admit, and support a diverse population of undergraduate, graduate, and professional students;
2. The university will commit increased resources to ensure that we recruit, hire, and support diverse faculty through a variety of initiatives, including pipeline work;
3. Deans, leaders, and managers will review and assess hiring, promotion, and retention practices for the purpose of promoting greater staff diversity and inclusion;
4. The university will consider and evaluate a possible race/identity/social justice institute with the help of a faculty-led Task Force;
5. The university will create a repository with the goal of having a single location that supports the integration and analysis of diversity-related data and resources;
6. The university will institutionalize diversity and inclusion training across the campuses for students, staff, and faculty;
7. The university will host university-wide diversity and inclusion events (perhaps similar to the February 2015 event “Race and Ethnicity: A Day of Discovery and Dialogue”) with students playing a key planning role;
8. Each school and unit will devise a strategic plan for promoting diversity and inclusion;
9. All deans, leaders, and managers will identify and eliminate technology-based barriers to diversity and inclusion in both the employment and academic contexts;
10. The university will recognize and honor individuals and/or groups who have advanced diversity and inclusion;
11. The university will issue and post annual diversity and inclusion scorecards; and
12. The chancellor will create a Commission on Diversity & Inclusion, which will help to implement the action items outlined above.