**Diversity, Equity, and Inclusion (DEI)**

Summary of Progress and Plans 2019-2021

Division of Student Affairs (DSA)

### Completed 2019-2020
- All full, adjunct, and graduate staff participated in DEI training with Social Justice Education office
- Division Action Plan developed
- Racial Equity film and discussion professional development series created
- *How to Be an Anti-Racist* book and discussion series completed
- DEI Commitment Statement written and posted
- Staff diversity increased year over year
- DEI Staff Committee formed
- Additional diverse programming offered by departments

### Committed 2020-2021
- Campus Climate Concerns procedure training will be offered to all staff
- Inclusive hiring training will be required for all supervisors and staff participating on hiring committees
- Biennial anti-racism training will be required of all full-time staff
- Committee will be formed to review DSA publications and websites for representation
- Programs and policies will be inventoried for inclusivity
- Each department will identify measurable actions to promote DEI
- Leadership will more visibly support DEI events, experiences, and communities

### Expected 2020-
- Leadership will take the *Intercultural Development Inventory* or alternative assessment of intercultural competence and commit to individual learning plans
- Appointing Officer will require additional Request to Hire justification describing efforts taken to assure candidate pool diversity before approval is granted
- Employee performance relative to DEI commitment will be included in annual performance evaluation
- Departments which select student advisory boards will assure student diversity

- Each action will have a DSA staff “owner” (plan, organize, implement)
- Each action will have a DSA leadership “sponsor” (support, assist, champion)
- DSA will create a quarterly “report” and annual evaluation of progress