

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

### Summary of Progress and Plans 2019-2021

#### Division of Student Affairs (DSA)

Completed 2019-2020	Committed 2020-2021	Expected 2020-
<ul style="list-style-type: none"> <li>• All full, adjunct, and graduate staff participated in DEI training with Social Justice Education office</li> <li>• Division Action Plan developed</li> <li>• Racial Equity film and discussion professional development series created</li> <li>• <i>How to Be an Anti-Racist</i> book and discussion series completed</li> <li>• DEI Commitment Statement written and posted</li> <li>• Staff diversity increased year over year</li> <li>• DEI Staff Committee formed</li> <li>• Additional diverse programming offered by departments</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Climate Concerns procedure training will be offered to all staff</li> <li>• Inclusive hiring training will be required for all supervisors and staff participating on hiring committees</li> <li>• Biennial anti-racism training will be required of all full-time staff</li> <li>• Committee will be formed to review DSA publications and websites for representation</li> <li>• Programs and policies will be inventoried for inclusivity</li> <li>• Each department will identify measurable actions to promote DEI</li> <li>• Leadership will more visibly support DEI events, experiences, and communities</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership will take the <i>Intercultural Development Inventory</i> or alternative assessment of intercultural competence and commit to individual learning plans</li> <li>• Appointing Officer will require additional Request to Hire justification describing efforts taken to assure candidate pool diversity before approval is granted</li> <li>• Employee performance relative to DEI commitment will be included in annual performance evaluation</li> <li>• Departments which select student advisory boards will assure student diversity</li> </ul>

- 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