



Academic year 20-21

Action Items to Support Diversity, Equity & Inclusion

Initiate and oversee campus-wide division-level diversity, equity, and inclusion strategic planning and coordination

The Office of Diversity, Equity, and Inclusion (ODEI) will work with every division on campus to create a framework for diversity, equity, and inclusion leadership, strategic planning, and accountability.

There are different structures to accomplish these goals: through a committee chaired by a dean, vice chancellor or designee, or by creating a leadership position devoted to diversity, equity, and inclusion (DEI), such as an associate dean or a director.

Each person that has responsibilities in these structures should go through training. The chairs should serve on a larger campus steering committee, chaired by the interim vice chancellor of diversity, equity, and inclusion (VCDEI), and meet regularly with the chancellor.

Establish a DEI steering committee that includes the chancellor, provost and unit-level DEI leadership

This committee would be chaired by the VCDEI. Its membership would include the chancellor, the provost and executive vice chancellor, and the chairs of each unit's DEI team and/or the administrator from that unit responsible for DEI work.

Subgroups of the DEI Steering Committee:

Institute baseline, mandatory training and continued professional development for administration, faculty, s

Develop a framework to share our institutional histories, so that we all better understand and are better able to respond to resurfacing evidence of DU's complicated racial history and support student engagement with our institutional past

Develop a framework to make faculty and other key stakeholders promptly aware of DU-specific incidents that impact DU's commitments to DEI and which have an especially negative impact on students. (Often, faculty and other key stakeholder are unaware of events that weigh heavily on students. As a result, students can interpret faculty and university silence as a lack of care.)

Rethink and roll out a unified DEI web and social media presence

Reimagine the Diversity Summit and Heritage Months as opportunities for community-wide teach-ins that align strategic university and DEI objectives

Work with advancement and marketing and communications to develop an authentic story centered on the unifying philosophy to engage with the larger community

Facilitate substantive discussions throughout the year on exploring the term antiracism

Acknowledging that racism has been at DU since its founding and has been amplified in recent years by racist incidents. In addition, longtime actions have reinforced policies and practices that have fallen disparately on racially minoritized groups.

DU will facilitate substantive discussions throughout the year on exploring the term anti-racism. What does it mean? What is it at DU? What are its implications in the context of DU's past, present, and future?

These conversations would revolve around specific outcomes to make recommendations to the DEI steering committee to inform new strategic priorities at the university as well as unit-level strategic planning and professional development.

Conduct a comprehensive review of DEI campus climate workgroups, studies, reports and student demands following by regular updates

There exists an already deep body of institutional knowledge about the past and current challenges of DEI work at DU. It is important to share that knowledge and vigilantly examine and communicate where DU needs to acknowledge and honor the progress we have already made. We also need to identify where we need to invest greater time, thought and resources.

[Online archive of previous DEI work and reports](#)

By January 1, 2021, all previous reports, recommendations, assessments, and student demands from the past five years will be documented on the re-imagined DEI portal website. There will be executive summaries of progress. We will identify gaps and create plans with details about prioritization to address them.

Comprehensive assessment strategy to understand, use, and communicate data

In partnership with Institutional Research (IR), graduate student researchers, chairs of DEI committees across campus, and campus leaders could develop a comprehensive assessment strategy with clearly articulated metrics. There would be intentional sharing of this information and education for the campus community. This information could live on the IR website, linked to on the ODEI website, or vice-versa.

Current and future assessment plans

During the fall of 2020, students will receive the Culturally Engaging Campus Environment (CECE) survey. The goal moving forward is to distribute this survey every two years. Meetings will be scheduled to share the collected data to inform DEI planning and progress.

Future data and identity identification

Working with IR, DU could standardize and make more relevant all the data used to chart the progress of DEI work. Currently, there are inconsistencies and gaps in DU's ability to identify, understand, and communicate with minoritized groups.

Communication

Marketing and communications will allocate resources to ODEI to ensure all DEI web content is consistent and updated and to more regularly embed DEI progress and related items of interest in internal communications as well as print and other media, including DU social media.

Grow the ODEI Fellow Program to incubate division-level DEI leadership and support The ODEI Fellows Program is a pilot project of DU IMPACT 2025. Going forward, the ODEI fellows program could work in the following five areas:

- Support to minoritized faculty or staff
- Infuse diversity, equity, and inclusion development into the core work of colleagues
- Work with leaders in the division to create and monitor unit-level DEI strategic planning and implementation
- Identify and implement best practices for search processes and subsequent retention
- Communicate DEI advocacy efforts within their unit and beyond

With these core areas in mind, the ODEI Fellow Program would grow to support the development of division-level, academic DEI leadership. These leaders could execute the current vision of DEI work at DU, creating greater leadership and accountability at every level of the institution.

Lead chancellor and leadership engagement tours to meet with faculty, staff, and students from Indigenous, Latinx, Black, Asian Pacific Islander, LGBTQ+ and other minoritized communities, informing continued planning and assessment. DU's leaders must be constantly accessible and willing to understand the emotional and intellectual toll of inequity and inequality at DU. This action item proposes consistent

meetings between the chancellor and key leadership (including but not limited to the provost, vice chancellors and deans) with faculty, staff, and students from minoritized communities. These meetings will inform continued planning and assessment.

Support and provide resources to address the lived experiences of Black community members at DU

Modeling the resources and focused attention for the Latinx and Indigenous/Native Communities at DU (e.g. Latinx Center at DU), DU will provide resources to address the lived experiences of Black community members at DU.

Response Coordinator

Hiring a response coordinator charged— in collaboration with the Offices of Diversity, Equity, and Inclusion (ODEI), Human Resources (HR), and Student Affairs and under the direction of the VCDEI— with coordinating the University's response to the systemic and institutional exclusion of Black people at DU.

Relevant units and groups include, but are not limited to, legal, facilities, campus safety, advancement, marketing and communications, deans, associate deans, department chairs, vice chancellors, vice provosts, and the provost.

The response coordinator position could specifically address or identify

- Lack of inclusive physical and social spaces for Black faculty, staff, and students

- Institutional and systematic remedies to address racial battle fatigue experienced by DU's Black community in the classrooms, offices, and communal spaces

The response coordinator could also identify programs and structures to center and value the Black experience in the intellectual and everyday life of the University. Such programs could include:

- The establishment of a center for Black studies and community engagement

- Protocol for reflection, learning and action programming around Black History Month and the Juneteenth Holiday

- A Black Community Advisory Board comprised of students, staff, faculty, alumni and community members to help set both accountability measures and priorities for DU

The position would also connect, contribute to and reinforce larger diversity, equity, and inclusion efforts by student, staff, and faculty, including the evaluation of anti-bias training, inclusive pedagogical practice development, equity audits, appointments, promotion and tenure practices, division-level DEI leadership and teaching as well as staff evaluations.

Advance faculty diversity and provide professional development, training, and formal mentorship opportunities

DU continues to lag in both its recruitment and retention of minoritized faculty. There are opportunities to amplify our efforts by building on current strengths and developing new tools for university leaders to more aggressively diversify our faculty. These opportunities include:

Continue to build the university's critical race and ethnic studies curriculum and its commitments to its Indigenous initiatives and work to become the premier institution in the Rocky Mountain West for Black and Indigenous studies.

Develop a target of opportunity hiring initiative to aggressively hire faculty candidates, at any rank and in any discipline, who have an accomplished track record (calibrated to their