

DEI Action Plan for AY2020-2021

	Objectives	Actions	Targeted Deliverables/Outcomes	Progress to Date
1	Complete analysis of COE diversity data for the past five years.	Gather and analyze quantitative data on ASEE Diversity Recognition Program (ADRP) metrics and compare to institutional, peer, and national trends.	COE Self Study	ADRP data gathered and analyzed; benchmark comparisons completed.
		Submit Application to ASEE for Dean's Diversity Initiative Recognition	Application to ASEE DRP	Application to ASEE Diversity Recognition Program submitted (11/16/2020)
		Determine the CUPA-HR DEI Maturity Index for the college	Establish baseline DEI Maturity Index	CUPA-HR DEI Maturity Index completed (12/15/2020)
		***Share findings with stakeholders	College-wide awareness of DEI priorities	This will be subcommittee's focus in Spring
2	Amplify how DEI plans at college, department, and center levels can be more responsive to best practice.	Review current college policies, procedures, and structures using lenses from established DEI research including APLU INCLUDES and NSF ADVANCE.	Update collegiate policies, procedures, and structures to include established best practices related to DEI	Inventory & review of current practices in progress.
		Evaluate and provide feedback on all plans based on a cycle of progress for a more effective DEI and anti-racism infrastructure.	Inventory of existing DEI infrastructure at department/center level. Connect efforts where possible and offer guidance where applicable	Committee currently collecting published best-practices and codifying DEI infrastructure within college
3	Create a sustainable plan to educate and train faculty, student, and staff on how to create and foster a culture of inclusive excellence in the college.	Make use of BUILD, Building a Global Community, SafeZone programs offered through University	Create a culture of continuous improvement and learning where all faculty/staff/students seek out DEI-related training opportunities	At least 15% of CoE faculty and staff have completed at least 1 BUILD course. DEI Council sharing new opportunities, workshops with DEOs, faculty, staff as applicable.
		Provide supportive COE programming for first generation students, students of color, women, international students (both undergrad and graduate) during their first year	Regular community-building and professional development activities to cultivate supportive and welcoming environment.	Provided 13 undergraduate DEI scholarships and 2 student development grants YTD. Council leadership met with student org leaders, Inclusion Agents in Fall. Ongoing discussions about how to support students and student orgs.
			Co-coordinate graduate student conference, with DEI focus.	EAB DEI Subcommittee planning seminar series with industry guests discussing importance of DEI Grad student conference organization underway.
		Convene a COE DEI Leadership Summit where the progress of the EAC members can be shared and examined with DEI scholars	Help coordinate and prepare for summit. Summit agenda includes review of DEI goals & progress with EAC	Leadership Summit planned with EAC for March 2021
4	Make DEI progress and resources more visible and accessible to everyone.	Expand the DEI website to be more accessible and comprehensive.	Evaluate and update contents of DEI website, modeling effective websites found elsewhere	Website updates underway. Current focus: monthly email updates included on website as "news items"
		Regularly communicate the college's ongoing work on DEI and anti-racism as we advance inclusive excellence.	Regular emails to college (and accompanying website updates) to share news, celebrate DEI efforts, share progress on DEI Action plan, and publicize events and trainings.	Monthly cadence of DEI updates to CoE in place. Shared action plan progress report for fall.
				Now utilizing social media to share student-focused messages, news, opportunities