

**Annual Plan and Performance Report for 07-01-2020 – 06-30-2021**

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| <b>Name:</b> Cathy Koebrick & Sarah Vigmostad | <b>Unit:</b> DEI Council                       |
| <b>Title:</b> DEI Council Co-Chairs           | <b>Next Scheduled Review Date:</b> Summer 2021 |

**Note:**

- Objectives should be listed in priority order, align to strategic plan where appropriate, and number less than 10
- Actions/Metrics should include standards, due dates, milestones, indicators etc. required to meet objectives and drive results
- Send via email to Jill McNamara by **July 23, 2020**

|   | <b>Objectives</b>  | <b>Actions/Metrics</b>  | <b>Priority</b><br>A – High<br>B – Med.<br>C – Low | <b>Results</b>   |
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| 1 | Complete analysis of COE diversity data for the past five years.   | a) Gather and analyze quantitative data on ASEE Diversity Recognition Program (ADRP) metrics and compare to institutional, peer, and national trends.<br>b) Submit Application to ASEE for Dean's Diversity Initiative Recognition<br>c) Determine the CUPA-HR DEI Maturity Index for the college<br>d) Share findings with stakeholders  | A  | <ul style="list-style-type: none"> <li>• ADRP data gathered and analyzed; benchmark comparisons completed.</li> <li>• Application to ASEE Diversity Recognition Program submitted (11/16/2020), Bronze award</li> <li>• CUPA-HR index results have reinforced which areas to prioritize</li> <li>• ASEE DEI Plan presented at department meetings, EAC</li> </ul>  |
| 2 | Amplify how DEI plans at college, department, and center levels can be more responsive to best practice.   | a) Review current college policies, procedures, and structures using lenses from established DEI research including APLU INCLUDES and NSF ADVANCE.<br>b) Evaluate and provide feedback on all plans based on a cycle of progress for a more effective DEI and anti-racism infrastructure.   | A  | <ul style="list-style-type: none"> <li>• Completed the collection of published best-practices and DEI infrastructure within college.</li> <li>• Inventory of current COE DEI activities completed; used to inform next year's recommendations</li> </ul>   |
| 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. | a) Make use of BUILD, Building a Global Community, SafeZone programs offered through University<br>b) Provide supportive COE programming for first generation students, students of color, women, international students (both undergrad and graduate) during their first year<br>c) Convene a COE DEI Leadership Summit where the progress of the EAC members can be shared and examined with DEI scholars | A  | <ul style="list-style-type: none"> <li>• 26 CoE faculty and staff have completed BUILD certificates, and 17 CoE faculty and staff have completed Safe Zone training. We plan to share BUILD Certificate recipients on web and at annual CoE award ceremony. DEI Council is sharing DEI opportunities and workshops with DEOs, faculty, staff as applicable.</li> <li>• Provided 13 undergraduate DEI scholarships and 2 student development grants. Provided at least \$5751 in DEI initiative grants (Hackathon, Cathy Park Hong, J Linderman, Hidden Figures watch party, SWE HS Conference, WPC attendees).</li> <li>• See Also - Subcommittee 3 Final Report</li> <li>• EAB DEI Subcommittee created this year. Organized seminar in April - (Schneider Electric spoke at ISE seminar about value of DEI in workplace), will organize</li> </ul> |

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|   |  |   |          | <p><i>additional seminars in future semesters. Upcoming focus on increasing diversity of EAB membership.</i></p> <ul style="list-style-type: none"> <li>• <i>Based on grad student input, organized Grad Student Appreciation Week events in lieu of formal conference this year.</i></li> <li>• <i>DEI Leadership Summit held with EAC March 16, 2021, facilitated by Dr Charlene Alexander.</i></li> </ul>  |
| 4 | Make DEI progress and resources more visible and accessible to everyone. | <p>a) Expand the DEI website to be more accessible and comprehensive.</p> <p>b) Regularly communicate the college's ongoing work on DEI and anti-racism as we advance inclusive excellence.</p> | <b>B</b> | <ul style="list-style-type: none"> <li>• <i>Some website updates made; additional revisions identified for more in-depth summer revision</i></li> <li>• <i>Maintained monthly cadence of DEI updates to CoE via email, website.</i></li> <li>• <i>Published ASEE ADRP Narrative &amp; Plan on web, including demographic data, student retention disparities, etc.</i></li> <li>• <i>Will share year-end action plan report on web.</i></li> <li>• <i>Continuing to use social media to share student-focused messages, news, opportunities in collaboration with Marketing &amp; Communications</i></li> </ul> |

**Note:**

- Remarks should highlight connection of annual plan to prior work and/or aspirations for the unit.

**Remarks:**

This reflects the DEI Annual Action Plan for the CoE.