

Annual Plan and Performance Report for 07-01-2021– 06-30-2022

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Title: DEI Council Co-chairs	Next Scheduled Review Date: Summer 2022

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

	Objectives	Actions/Metrics	Priority A – High B – Med. C – Low	Results
1	Invest in (and develop best practices for) <u>recruiting</u> diverse students, faculty, and staff 2021-22: Focus on Faculty Searches/Path-to-Distinction	<ul style="list-style-type: none"> - Implement Path-to-Distinction best-practices for faculty searches; establish complementary best-practices for staff searches. - Work with EFC to update the COE Manual of Procedures to reflect Path-to-Distinction - Work with EFC and departments to support the establishment of a clear, consistent approach to recognizing DEI activities in promotion, tenure, and annual reviews of faculty. - Continue to collect, analyze, and share demographic data (including enrollment and retention) with faculty, staff, students and other stakeholders annually. 	A	
2	<u>Educate and train</u> students, faculty, staff, and administrators on how to be more inclusive and collaborative.	<ul style="list-style-type: none"> - Pilot a <i>Community of Practice</i> to bring together interested members of CoE community around focused, DEI-related topic (see objective #3) - Use monthly emails, social media, and web to promote, facilitate, and recognize faculty, staff and student participation in DEI programs and workshops sponsored by the university (e.g., NCBI, SafeZone and BUILD) and national organizations (e.g., ASEE). 	A	
3	Foster equity in <u>undergraduate student success</u> .	<ul style="list-style-type: none"> - Work with AD Grosland to explore the use of <i>Communities of Practice</i> focused on Inclusive Teaching or Inclusive Advising - Work with eSST to share equity advising best practices with faculty - Work with CLAS STEM DEI Council to implement Student Belonging Exercise in first-year STEM courses. 	A	
4	Organize, support, and promote <u>DEI-centric workshops, events, and recognition</u>	<ul style="list-style-type: none"> - Reorganize collegiate DEI website to be more accessible and comprehensive. - Continue regular communication with the college about ongoing DEI and anti-racism efforts as we advance inclusive excellence. 	B	

		<ul style="list-style-type: none"> - Convene 2nd Annual COE DEI Leadership Summit for EAC members to discuss DEI progress and goals with DEI scholars. - Work with ADGRP and grad student organization(s) to convene graduate student events centered on the synergies between DEI and COE research (i.e. the grad student conference, revamped). - Continue to solicit and fund DEI initiatives led by faculty, staff, and/or students. 		
5	Ensure that college <u>policies, practices, and communication channels</u> are transparent and equitable	<ul style="list-style-type: none"> - Organize regular opportunities for faculty, staff, students, and alumni to provide feedback (i.e. listening posts or office hours) - Evaluate the DEI Council structure, and make any necessary restructuring recommendations so that two-way communication occurs to connect activities taking place at department, center, and student org level - Conduct DEI-focused exit interviews for departing faculty and staff - See Also – Objective #1 	B	

Notes:

- This plan is based on the general structure and goals outlined in the ASEE Diversity Recognition Program Plan. Objectives here map to Critical Tasks within ASEE plan; Actions/metrics in this form are the specific Tactics and Action Items described in the ASEE plan. Much of the language used here is taken from the ASEE plan, for consistency and direct mapping between yearly Action Plans and ASEE plan.
- The DEI Council also discussed the merits of restructuring. One approach that was popular was a smaller council, an active student DEI council (which had been planned pre-COVID), and the creation of Task Forces and Communities of Practice for targeted strategizing and topical discussions respectively. This would allow ample opportunities for COE members to participate in DEI-related activities/planning.

Remarks: