Diversity
Equity &
Inclusion

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Developing a Plan of Action

- Objectives
- Actions
- Metrics/Benchmarks
- Reporting Data
Charting Our Pathway

The data will shape our narrative

Goal 1: Create and sustain a welcoming, supportive, and inclusive campus climate.

Objective
1.B. Commit financial resources toward equity and inclusion.

Actions
1.B.2. Identify and secure resources to implement DAP.

Metrics and Benchmarks
1.B.2. Recurring budget funds allocated for E&I work and DAP activities.

Responsible Parties
Dean, & Dir Fin Budget /Op

Describe data collection method

Dean and Dir Fin/Budget Op will have presented budget funds allocated for E&I work and DAP activities to Associate Dean for Equity and Inclusion in a budget meeting. Associate Dean for Equity and Inclusion will have noted completion of this benchmark.

Submit Data to Research Coordinator

ADEI & Research Coordinator
Develop DAP report
Planning Sessions

01 Initial Review/Discussion
- Discussion of responsibilities
- Develop plan of action
- Establish dates/times for next meeting

02 Review & Discussion of Plan of Action
A) Present plan of action
   • Feedback and consultation
B) Method of Data Collection
   • Metrics/Benchmarks
C) Decision Point
   • Deliberation/decision on when you will collect data

03 Implementation
- Coordinate reporting data
- Tactical plan for reporting data
Timeline

Phase 1
- Initial Review/Process
  - Scope, timeline, for Responsible Parties

Phase 2A
- Presentation of POA
  - Preparation: September 2021
    - Milestone: Introduction @ CSW Faculty Retreat
  - Phase 1: Initial Review/Discussion
    - Discussion of DAP objectives, Develop POA (September 2021)
  - Phase 2: Review and Discussion of Plan of Action
    - Milestone: Review of POA/Decision Points
  - Phase 2B: Feedback and Consultation with ADEI & Research Coordinator (October 2021)
  - Milestone: Written Plan of Action submitted (early November 2021)
  - DECISION POINT: November 2021

Phase 2B
- Submit Written POA
  - Phase 3: Implementation
    - Milestone: Implementation Plan of Action (TBD)
Inclusive Excellence

• Updates
  • Terms/Concepts
  • Critical Race Theory
  • Collaborations
  • Assistant Dean for DEI-COE
• Restorative Justice Open Mic+
• Diversity & Inclusion Fellows
  • Christy Hickman
  • Andrea Joseph
  • Eva Ludwig

• Anti-racism Orientation
  • Online and Face to Face (per request)
• Critical Conversations Training
  • Students, Faculty, & Staff
• Inclusive Pedagogy Faculty Development Seminar
  • Group
  • Individual Consultation via Calendly
• Generating Justice
  • September & October (fall)
  • February & March (spring)