



# Diversity & Inclusive Excellence Progress Report

CALS Diversity & Inclusiveness Committee

September 6<sup>th</sup>, 2017





## 2016-2017 Academic Year Accomplishments



- ▶ 1<sup>st</sup> Perspectives on Diversity Speaker Series
- ▶ Co-sponsoring of CALS Safe Zone Training
- ▶ Collection and display of leadership statements on diversity
- ▶ Administration of Inclusive Excellence Inventory Survey to committees in every unit
- ▶ Consolidation of IE Inventory results and development of IE Action Plan

# CALS Inclusive Excellence Action Plan

Action Item	Action Step	Timeline/ Deadline	Priority (Low, Moderate, High) <sup>1</sup>
Does the unit have a diversity and inclusiveness plan?	Create Action Plan	Complete	High
Does our unit have a diversity/inclusiveness statement as part of our values and goals that clearly espouses the value of Inclusive Excellence? Is the statement aligned with and in support of the larger University diversity statement and the University strategic plan?	Compose Statement	October 1 <sup>st</sup> , 2017	High (somewhat complicated)
Is inclusiveness embedded as a responsibility in all staff and faculty job descriptions? Is the statement prominently displayed on our marketing materials, website, job postings, posters, and other unit materials?	Include Statement in all future job descriptions/postings	October 6 <sup>th</sup> , 2017	Medium (relatively simple once statement composed)
Is the unit's diversity and inclusiveness statement provided to all students?	Include Statement in future student orientations	October 6 <sup>th</sup> , 2017	Medium (relatively simple once statement composed)
Is inclusiveness an integral part of employee orientation? Is the unit's diversity statement shared with new faculty and staff?	Include CALS D&I Statement in new employee CALS Orientation	October 6 <sup>th</sup> , 2017	Medium

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# CALs Inclusive Excellence Action Plan

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Action Item	Action Step	Timeline/ Deadline	Priority (Low, Moderate, High) <sup>1</sup>
	Develop list of resources for Department Heads (videos on D&I training, campus resources)	November 17 <sup>th</sup> , 2017	Medium
Do students, staff, faculty, alumni, and community members from different backgrounds feel welcome working, studying, and visiting our unit? Has our unit conducted a diversity climate assessment examining student, faculty, and staff behaviors or perceptions about diversity/inclusiveness? Does the unit collect information about student issues including the experiences of non-traditional students, under-resourced students, or food and housing insecure students? Does the unit have a process for learning about the experiences of diverse students, staff, and faculty (e.g., listening tours, open forums, one-on-one meetings, surveys, etc.)?	Develop & conduct student survey on D&I	November 20 <sup>th</sup> , 2017	High
Has top-level administration participated in diversity and inclusiveness training?	Arrange training for Appointed and Elected Leaders in CALs	February 16 <sup>th</sup> , 2018	High

# CALS Inclusive Excellence Action Plan

Action Item	Action Step	Timeline/ Deadline	Priority (Low, Moderate, High) <sup>1</sup>
Do students, staff, faculty, alumni, and community members from different backgrounds feel welcome working, studying, and visiting our unit?	Topic Spotlight (rotating w/D&I insight) – highlighting D&I success stories (in news stories, and lobby scrolling displays)	On-going	Medium
Does the unit raise funds from donors or other sources for diversity projects and initiatives? Are development officers aware of the diversity needs of the unit? Is there a diversity and inclusiveness strategic fundraising component for the unit?	Openness for Fundraising: Allowing units to fundraise small donations for bathroom improvements, etc.	On-going	Medium
Is the unit’s website inclusive and accessible (e.g., photos, statements, videos, captioning, etc.)? Has the unit’s website been reviewed by the Disability Resource Center to ensure it complies with best practices? Is there a policy or process that encourages inclusiveness and accessibility in creating or updating our unit’s website?	Make website accessible	On-going	High
Does the unit collect data to assess progress on diversity and inclusiveness goals?	Collect statistics on measurable diversity items & track results from student survey	On-going	Medium

## Plans for 2017-2018 Academic Year

- ▶ Fall Semester Perspective on Diversity Speaker Series
- ▶ Roll out of actions from IE Action Plan to responsible parties
- ▶ Update CALS D&I Website

*What would you like to see from the CALS D&I Committee?*

## Perspectives on Diversity Speaker Series

- ▶ What would enhance your participation?
  - ▶ Leadership-endorsed certification/badge awards that can be used on your CV/Resume and in annual reviews?
  - ▶ Lunch
  - ▶ More interesting topics
  - ▶ Time for discussion or Q&A at the end
- ▶ What topics related to Diversity & Inclusiveness do you want to hear about?

# Have an idea/comment/question for us?

Email the CALS Diversity & Inclusiveness Committee at:

[inclusive@cals.arizona.edu](mailto:inclusive@cals.arizona.edu)