

Agenda: Inclusion, Diversity, and Equity in Academics (IDEA) Council Public Forum

10 am to 11:30, Monday, May 23, 2022
Room 235, University Memorial Center and Zoom

10–10:05: Welcome and Introductions

10:05–10:15: IDEA Plan and Council Overview

10:15–10:30: Office of the Senior Vice Chancellor for Diversity, Equity, and Inclusion

10:30–10:40: Envisioning Our Campus Work

10:40–11:05: IDEA Council Prioritization

Overview of process

Lessons Learned

4 broad campus-wide-wide undergraduate student recommendations

Lessons learned graduate student recommendations

4 broad campus graduate student recommendations

11:05–11:15: Next Steps - Staff and Faculty Recommendations

11:15–11:29: Open Q&A

11:29: Close

IDEA Council Forum Documents

5 DEI goals inspired by the IDEA Plan

Goal 1

Campus units will build capacity for advancing diversity, equity, and inclusion by focusing on **employee skills and development**. Outcomes *may* target:

- Education and training
- Expanding accountability mechanisms (e.g., job descriptions and qualifications, performance appraisals, awards, leadership positions)
- Rewarding and incentivizing professional behaviors that contribute to organizational change
- Education around and use of institutional data
- Building accountability structures to address a lack of engagement with advancing diversity, equity and inclusion or failure to demonstrate contributions or support

Demonstrated impact: Improvements in sense of belonging; knowledge acquisition; skills building; retention of people with minoritized identities

Goal 2

Colleges, schools, and support units will prioritize and invest in initiatives that address inequities in undergraduate, graduate, and professional **student achievement outcomes**. Outcomes *may* target:

- Identifying and interrogating common stop-out points or alienation experiences (e.g., prerequisite courses and curriculum sequencing, lab experiences, residence life experiences, transfer processes) and taking actions for remedies
- Evaluating and recreating or pruning programs that do not successfully address inequities
- Creating, expanding, or institutionalizing initiatives that improve the capacity of faculty and staff to interact, advise, and teach across differences
- Creating or expanding student-facing initiatives that support student success (e.g., mentoring, living-learning experiences, coaching, research experiences)

Demonstrated impact: Student retention; amended or streamlined structures; grant funding eligibility

Goal 3

Campus units will collaborate to support **community building** initiatives (existing and new) to communicate the imperative of advancing diversity, equity, and inclusion and to enhance everyone's sense of belonging.

Outcomes *may* target:

- Education and social events that amplify cultural heritage months
- Creating incentives for student and employee participation or attendance in campus events
- Creating "welcome wagon" buddies for new employees
- Creating or supporting employee affinity groups
- Identifying and interrogating alienation experiences in existing programs

Demonstrated impact: Satisfaction; sense of belonging; retention

Goal 4

Campus units will cultivate a diverse, equitable, and inclusive workforce by investing in initiatives that address inequalities in **employee recruitment**

outcomes. Outcomes *may* target:

- Creating and institutionalizing candidate assessment procedures that address inherent biases (e.g., in-group or implicit bias that influences assessment and interview questions)
- Identifying and interrogating alienation experiences during recruitment process (e.g., job descriptions with alienating language) and amending processes
- Expanding recruitment searches to address reinforcing cycles of inequality (e.g., recruiting only from friends or homogeneous professional networks)
- Rewarding and incentivizing best practices in recruitment efforts or search committees
- Creating specific and measurable recruitment goals

Demonstrated impact: Achievement of recruitment goals; increased talent pool diversity; enhanced employer brand

Goal 5

Colleges, schools and support units will **prepare students to participate in a diverse democracy** and to be thoughtful citizens. Outcomes *may* target:

- Creating a required Colorado state history course that addresses historical inequities
- Creating experiential learning to address systemic racism and discrimination
- Creating, expanding, or institutionalizing initiatives that improve students' civic engagement knowledge and capabilities
- Including global perspectives in engagement of DEI-focused work

Demonstrated impact: Retention of students with minoritized identities; knowledge acquisition; skills-building

IDEA Plan Recommendations (1 through 22)

Undergraduate student focused recommendations (1 through 8)

1. Support, scale and increase the programmatic efforts of the CU LEAD Alliance.
2. Expand opportunities for students to have residential experiences that focus on diversity and inclusion.
3. Grow infrastructure from CU and deepen donor base to support historically marginalized communities.
4. Improve outreach and engagement with K-12 grade students from under resourced communities and with community colleges in Colorado and beyond.
5. Modify enrollment processes to identify barriers and support a broader range of students.
6. Expand resources for administrative units that provide services to underserved student populations.
7. Support efforts to increase accessibility of high-impact practices for student success.
8. Regularly assess and build opportunities to improve campus climate for undergraduate students.

Graduate student focused recommendations (9 through 15)

9. Create academic communities and support services more comparable to undergraduate students.
10. Develop and provide dedicated administrative support for graduate and professional student diversity and inclusion.
11. Invest in formalized graduate and professional student peer and advisor mentoring.
12. Implement targeted measures to improve campus climate for graduate and professional students.
13. Recruit diverse graduate, post doctorate, and professional students.

14. Improve and increase health care coverage and mental health services.
15. Regular assess and build opportunities to improve campus climate for graduating students.

Faculty focused recommendations (16 through 19)

16. Ensure inclusive search practices and increase the number of diverse candidates.
17. Improve retention strategies for diverse faculty.
18. Regularly assess and build opportunities to improve campus climate for faculty.
19. Implement performance plan and evaluation recognition.

Staff Focused Recommendations (20 through 22)

20. Empower the campus community to recruit a diverse workforce.
21. Invest in retention strategies for staff.
22. Implement performance plan and evaluation recognition.

Integrating Campus Goals & IDEA Plan

Goal 3: Support Community Building Initiatives

Undergraduates – maybe IDEA Plan
Rec 8

Graduate students – maybe IDEA Plan
Recs 12 & 15

Faculty – maybe IDEA Plan Recs 17 &
18

Staff – maybe IDEA Plan Rec 21

Undergraduates IDEA Plan Recommendation 8:

Regularly assess and build opportunities to improve campus climate for undergraduate students.

Graduate Students IDEA Plan Recommendation 12:

Implement targeted measures to improve campus climate for graduate & professional students.

Graduate Students IDEA Plan Recommendation 15:

Regularly assess and build opportunities to improve campus climate for graduating students.

Faculty IDEA Plan Recommendation 17:

Improve retention strategies for diverse faculty.

Faculty IDEA Plan Recommendation 18:

Regularly assess and build opportunities to improve campus climate for faculty.

Staff IDEA Plan Recommendation 21:

Invest in retention strategies for staff.

Contact Information and Resources

Email: ideacouncil@colorado.edu

<https://www.colorado.edu/odece/diversity-plan/idea-council>

www.colorado.edu/dei