

DEI Action Plan for AY2020-2021 – DRAFT 1

This document provides a draft DEI Action Plan for AY2020-2021 based on some of the recommendations generated by the DEI Council which were driven by a number of listening posts conducted within the college in 2019, as well as best practices in DEI used at other universities that are leaders in this area. This plan will be vetted with various stakeholder groups throughout the college, allowing opportunities for feedback, revision suggestions, new ideas and interactive discussion. The final plan will be shared through COE communications and posted on the DEI webpage by September 1, 2020.

	<i>Objectives</i>	<i>Actions</i>	<i>Feedback</i>
1	Complete analysis of COE diversity data for the past five years.	<ul style="list-style-type: none"> - Gather and analyze quantitative data on ASEE Diversity Recognition Program metrics and compare to institutional, peer, and national trends. - Determine the CUPA-HR DEI Maturity Index for the college. 	
2	Amplify how DEI plans at college, department, and center levels can be more responsive to best practice.	<ul style="list-style-type: none"> - Review current college policies, procedures, and structures using lenses from established DEI research including APLU INCLUDES and NSF ADVANCE. - Evaluate and provide feedback on all plans based on a cycle of progress for a more effective DEI and anti-racism infrastructure. 	
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.	<ul style="list-style-type: none"> - Make use of BUILD, Building a Global Community, SafeZone programs offered through University. - Provide supportive COE programming for first generation students, students of color, women, international students (both undergrad and graduate) during their first year. - Convene a COE DEI Leadership Summit where the progress of the EAC members can be shared and examined with DEI scholars. 	
4	Make DEI progress and resources more visible and accessible to everyone.	<ul style="list-style-type: none"> - Expand the DEI website to be more accessible and comprehensive. - Regularly communicate the college's ongoing work on DEI and anti-racism as we advance inclusive excellence. 	