

## Realizing Goals and Strategies for Advancing DEIB

### Orientation

This document is intended to help support your planning for advancing diversity, equity, inclusion, and belonging in your unit or program. It includes illustrative goals and related strategies for enhancing DEIB using the RISE Framework and strategies as your guideposts. Your chosen goals and strategies should reflect the aims, resources, and context of your program or unit. We ask that you work through the goals in a team to build community in your unit.

### RISE University Goal 1: Recruitment & Retention

Criterion 1: Unit successfully recruits and ensures retention, academic outcomes, and degree completion for historically and systemically marginalized *undergraduate students*.

Criterion 2: Unit successfully recruits and ensures retention, academic outcomes, and degree completion for historically and systemically marginalized *graduate and professional students*.

Criterion 3: Unit successfully recruits and retains historically and systemically marginalized *staff and faculty*.

### Creating and Planning Unit Culture, Climate, and Infrastructure for DEIB/RISE Strategy 1

#### 1. Specific Unit level Goal to strengthen recruiting of diverse faculty, staff, and students in the unit or program

##### Some Potential Strategies:

- a. Redesign unit recruitment processes to enhance diversity; following new faculty and staff hiring guidelines with Human Resources
- b. Evaluate potential biases in the on-campus interview process/hiring committee membership
- c. Acknowledge potential biases in coded “language” of what it means to “fit” in the unit/program and revise to enhance the unit’s DEIB
- d. Identify and engage campus partners to help create a sense of community for desired candidates
- e. Connect people to the greater Lawrence and Kansas City to provide a sense of community for historically underrepresented and marginalized faculty, staff, and students

#### 2. Specific Goal: Enhance services and supports for retention and success of students from historically underrepresented student populations

##### Some Potential Strategies:

- a. Establish and maintain unit level mentoring programs (within and outside units or programs) to build broad support networks ( see campus resources for mentoring in toolbox)

- b. Implement student success interventions (academic, cultural, and social) that engage students, expand experiences, and enhance student success
- c. Create a quality improvement process (feedback loop) for historically underrepresented students through Academic Advising and the unit's Equity Advisor

**3. Specific Goal: Create opportunities and remove barriers for faculty, staff, and student inclusion**

Some Potential Strategies:

- a. Assure representation and participation of students from historically underrepresented or systemically marginalized populations on unit committees
- b. Arrange listening sessions and quality improvement efforts to assure an environment in which everyone feels like they belong to the program or unit

**4. Specific Goal: Provide financial support for DEIB efforts in the unit or program**

Some Potential Strategies:

- a. Tap into available resources (financial, technical support) to implement priority DEIB programs and policies set at the unit or program level
- b. Establish equity-minded funding opportunities to support engagement of faculty, staff students from historically and systemically marginalized populations

## **Creating and Planning Unit Culture, Climate, and Infrastructure for DEIB/RISE Strategy 2**

Criterion 1: Unit offers curricular and co-curricular learning opportunities that utilize intersectional lenses and culturally sustaining pedagogy for *undergraduate students*.

Criterion 2: Unit offers curricular and co-curricular learning opportunities that utilize intersectional lenses and culturally sustaining pedagogy for *graduate and professional students*.

Criterion 3: Unit contributes to and supports *employee* participation in learning opportunities that foster competence in DEIB, intersectionality, social justice, and culturally sustaining pedagogy.

Criterion 4: Unit's research and scholarship are grounded in inclusive and culturally sustaining practices.

**1. Unit Specific Goal: Annual evaluation of unit or program policies for equitable experiences across faculty, staff, and student experiences of belonging and equitable treatment**

Some Potential Strategies:

- a. For Faculty: Conduct annual open review with faculty for biases in promotion and tenure guidelines as well as annual evaluation rubrics (if no rubric exists, commitment to make one that considers intersectional biases)
- b. For Staff: Conduct annual open review with staff for biases in promotion and evaluation guidelines (if no rubric exists for staff evaluation expectations, commitment to make one that considers intersectional biases)

- c. For Students: Conduct annual open review with undergraduate and graduate students on biases in scholarship, fellowship, and annual evaluation rubrics for graduate students (if no rubric exists, commitment to make one that considers intersectional biases)

**2. Specific Goal: Modify evaluation criteria to advance DEIB in the unit or program**

Some Potential Strategies:

- a. Require a DEIB goal for research, teaching and service in all faculty annual evaluations
- b. Require a DEIB goal for skill-based development and service required in staff annual evaluations
- c. Require a DEIB reflection for undergraduate and graduate student experience annually; so that DEIB plan revisions can be adjusted for each academic year
- d. Create a quality improvement process (feedback loop) on effectiveness of DEIB efforts in the unit/program; via survey, focus group, or open forum

### **RISE University Priority 3: Campus Climate & Infrastructure**

Criterion 1: Unit has completed thorough audit of gaps, pain points, and opportunities for improvement in the areas of diversity, equity, inclusion, and belonging.

Criterion 2: Unit has an evidence-based action plan to address policies, practices, and procedures which may be barriers to advancing diversity, equity, inclusion, and belonging.

Criterion 3: Unit implements components of action plan in order to improve diversity, equity, inclusion, and belonging.

Criterion 4: Unit has articulated how intersectional standards of excellence apply to their work and have set up accountability protocols.

Criterion 5: Unit has committed financial resources, personnel, and incentives which enable unit to realize intersectional standards of excellence.

Criterion 6: Create and sustain efforts to obtain grants, opportunities, and gifts which advance intersectional standards of excellence.

### **Creating and Planning Unit Culture, Climate, and Infrastructure for DEIB/RISE Strategy 3**

**1. Specific Goal: Provide Information promoting diversity, equity, inclusion, and belonging in the unit or program**

Some Potential Strategies (in support of this goal):

- a. Revise unit website to display “commitment to diversity and inclusion” statement
- b. Create unit plan to acknowledge heritage months with Office of DEIB and campus plans
- c. Revision of unit marketing materials to include diverse visual representation

- d. Create affinity groups within the unit, or connect people to campus-wide affinity groups
- e. Address faculty and staff promotion guidelines and revise for equity adjustment
- f. Evaluate internal award criteria for faculty, staff, student merit awards for attention to DEIB

**2. Specific Goal: Provide training in advancing DEIB for faculty, staff, and students**

Some Potential Strategies:

- a. Provide education and training in methods for enhancing DEIB for employees
- b. Provide follow-up support for implementation of selected strategies and assign a point person for implementation
- c. Provide incentives for faculty and staff to participate in campus-wide DEIB-related training and staff development programs