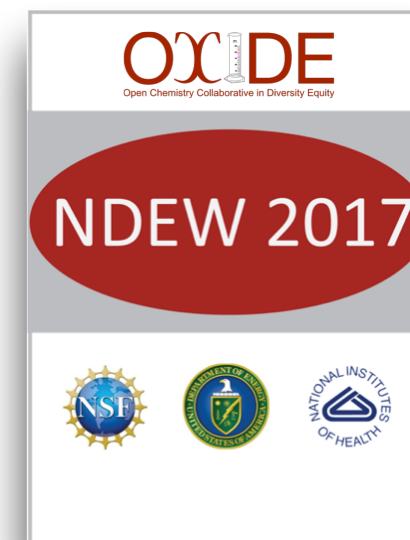


ToDo List from NDEW 2017

Recommendations for Action (from 2015)

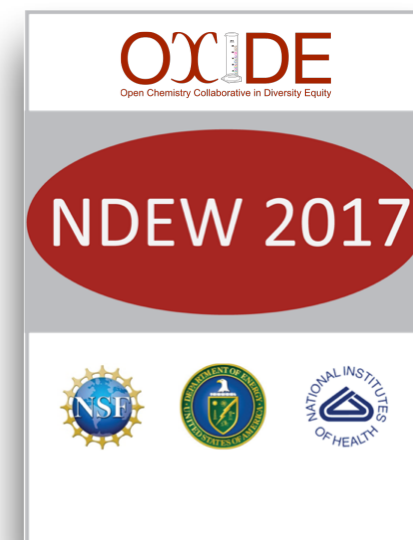
1. Create a department diversity committee
 - Broadly reflective of your faculty's perspectives (e.g., include straight, able-bodied white male faculty)
 - Don't overburden URG (under-represented groups) faculty.
 - Establish deliverables to measure the committee's success.
2. Develop a department Diversity Statement and Vision; Post it on departmental website.
3. Create mentoring programs (vertical and horizontal) for students and faculty.
4. Conduct a faculty meeting on diversity excellence; include discussion for the business case for diversity
5. Conduct faculty searches in broad areas
6. Conduct weekly/monthly lunch with faculty to discuss departmental climate (generate a diversity counter space)
7. Encourage/support affinity groups (WIC, SACNAS, NOBCChE, etc) through active participation of chair and faculty
8. Conduct a departmental survey on environment and seek actionable options (partner with OXIDE)
9. Implement a policy/program targeted to address climate and/or demographics
 - Partner with OXIDE to assess it!



ToDo List from NDEW 2017

Recommendations for Action (adding to 2015 list)

10. Promote the Academic Case for Diversity
11. Develop department's Diversity Action Plan (& embed in your strategic plan)
 - With accountability, and visited yearly (just like your strategy plan)
 - Publish executive summary on department web site (embed in your mission statement)
12. Establish a collective reward system as part of individual annual reviews which provides reporting explicitly on mentoring and inclusive excellence activities, as well as service that advances and promotes diversity
13. Promote inclusive climate through work flexibility & reasonable expectations (e.g., reward outcomes not amount of time served)
14. Implement transparency/clarity in retention-promotion-tenure (RPT) process:
 - More structure is better
 - Require all faculty to include impact —e.g., teaching and broadening— statements
15. In addition to diversity workshops, hold civility awareness workshop



ToDo List from NDEW 2017

Recommendations for Diversity Action Plans (DAPs)

Definition

- A DAP is a written statement which summarizes a group's —viz, your department's— plan to advanced inclusive excellence on a stated time frame.
- At right, is a list of operating principles that were recommended by chairs and participants at NDEW 2017 for inclusion in a DAP

Dissemination

- DAPs should be incorporated into departmental strategic plans
- A summary of the DAP that fits within a few lines should be incorporated into the Diversity Statement published on departmental websites

Operating Principles

- A DAP should emphasize the following drivers for inclusive excellence:
 - Equity, not equality
 - Value commitment, not on time served or availability
 - Work structure (for faculty/trainees/staff) should be flexible and constructed transparently
 - Civility & respect towards all
 - Absolute standards for RPT, not a curve
 - Deemphasize genius myth
 - Pathways, not gateways or pipeline
 - Diversity equity is a social justice core value
 - Define and promote diversity broadly AND focus on diversity inequities affecting targeted and specified groups