DE&I “Better” Practices

I. Beyond the Business Case Discussion
   o Establish C-Level importance, bottom-line results, and institutional performance indicators.
   o Ask for and challenge the business case for maintaining a heterogeneous campus.
   o Pursue Inclusion with Purpose

II. Identify and Challenge Systemic Barriers
   o Conduct campus-wide bias and discrimination audits.
   o “Take Ownership” in the impact of systemic processes and exclusionary behavioral patterns.

III. Close the Impact Gap: Move from Intent to Impact
   o Reimagine Institutional “Fit” for Inclusion
   o Plan Intentional outreach efforts in admissions, hiring, and diverse talent development
   o Reward Transformative Culture
     Transformation outcomes (Values, Beliefs, Traditions)
   o Establish a Sense of Belonging

IV. Measure What Matters
   o Inclusive Pedagogies & Practices
   o Identify Different Institutional Experiences & Values

DE&I Success Indicators

I. Administration & Continuous Improvement
   • Unit Action Plans
   • Unit & Program Data (reporting metrics)
   • Existing Survey Review
   • Professional Plan Review

II. Student Access & Success
   • Student Enrollment Data Review
   • Student Access & Outreach
   • Data Collection
   • Student Engagement & Success
   • Community Engagement

III. Faculty & Staff Success
   • Faculty Recruitment & Retention
   • Professional Development
   • Goal Identification
   • Access & Outreach
   • Professional Development Data, Collection, & Reporting

IV. Refining Infrastructure
   • Infrastructure Development
   • Existing Resources
   • Alternate Resources