Building a Resilient Campus: Increasing Capacity, Facilitating IDEAL and Enhancing UO Signature Strengths

September 14, 2017

Presenters: Yvette Alex-Assensoh, Karen Ford, Angela Wilhelms
Diversity Action Plan (DAP) Leadership

Board of Trustees

Office of the President

Division of Equity & Inclusion

Equity Design Team

Academic Review Team

Administrative Review Team

Schools & Colleges

Administrative Units

University Wide Diversity Committee
# IDEAL Timeline

<table>
<thead>
<tr>
<th>Date</th>
<th>Milestone</th>
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<tbody>
<tr>
<td>Fall 2013</td>
<td>Listening tour and campus-cum-community gatherings to solicit ideas for the Diversity Plan</td>
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<td>Winter 2014</td>
<td>DEI begins reallocating resources in preparation for the implementation of IDEAL</td>
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<td>Spring 2014</td>
<td>University-Wide Diversity Committee (UWDC) is formed and begins its work</td>
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<td>Fall 2014</td>
<td>UWDC drafts plan and gets feedback from campus stakeholders</td>
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<td>Spring 2015</td>
<td>President Schill meets with UWDC; VPEI Presents to Board of Trustees about IDEAL and Diversity, Equity and Inclusion at the UO DEI reports on UO Senate on the IDEAL Framework</td>
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<td>Winter 2016</td>
<td>IDEAL Framework is presented to the UO Senate for feedback and input; Campus feedback and input are used to refine the IDEAL Framework; President approves the IDEAL Framework and shares it with campus.</td>
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<td>Fall 2016</td>
<td>DAP process is launched</td>
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Diversity Action Plan (DAP) Process

President & Provost call for units to submit draft Diversity Action Plans in 90-days

DEI hosts a workshop to provide an overview of the process for completing DAPs

Units engage with their communities to prepare their draft plans

Units engage with their communities to revise and refine their plans

Units meet with review teams and DEI leadership

Thirty-five draft plans are submitted to DEI and undergo three levels of review

Revised plans are submitted to DEI and posted on the DEI website
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<td>Fall 2016</td>
<td>President Schill and Provost Coltrane call for each unit to submit a Diversity Action Plan within 90-days</td>
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<td>Late fall 2016 – Late winter 2017</td>
<td>Unit leaders engage their community members in the creation of their draft DAP</td>
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<td>March 2017</td>
<td>Thirty-five units submit draft plans</td>
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<td>Early-to-Mid April 2017</td>
<td>DEI reviews unit DAPs</td>
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<td>Late April – Late May 2017</td>
<td>Academic and administrative review teams review unit DAPs</td>
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<td>Late May – Late September</td>
<td>Review team leaders and DEI leadership meet with units to provide feedback and offer guidance and support</td>
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<tr>
<td>June – December 2017</td>
<td>Unit leaders revise DAPs with the engagement and participation of their community members</td>
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<td>September 2017</td>
<td>Revised administrative DAPs due (September 15)</td>
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<tr>
<td>December 2017</td>
<td>Revised academic DAPs due (December 1)</td>
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<tr>
<td>January 2018</td>
<td>Revised DAPs are posted to DEI’s website</td>
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DAP Review

Three levels of review: DEI, Review Team, final review by Yvette in partnership with Angela and/or Karen

Submitted academic DAPs fell into one of three categories:

• **nearly ready for implementation** (a completed template offering realistic proposals, best practices, specific details, measurable tactic, solid evaluation plans, and identifying necessary resources)

• **promising but needing refinement and elaboration** (a nearly complete template with realistic proposals that need more development and detail)

• **requiring guidance and support** (an incomplete template or a plan that would benefit from more discussion and detail)
Recurring Themes for Improvement

(i) Consultation, input and feedback from unit stakeholders
(ii) Focus on equity
(iii) Focus on intersectionality
(iv) Focus on metrics
(v) Legal concerns
(vi) Specifying resources
Process Feedback

What elements of non-financial support will be most beneficial to you as you work to implement your DAP?

My biggest concern(s) regarding DAP implementation is/are...

*these word clouds highlight the 25 words most commonly used in the respondent answers to these questions
## Recurring Tactics and Working Groups

<table>
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<tr>
<th>Implicit Bias</th>
<th>Climate Survey</th>
<th>Recruiting Processes, Outlets and Retention Tools</th>
<th>Professional Development Pilot Projects</th>
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<td>Professional Development</td>
<td>Development and Analytics</td>
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<th>Leadership Succession Planning</th>
<th>Onboarding for New Employees and New Supervisors</th>
<th>Evaluating Existing Workshops and Professional Development Programs/Gap Analyses</th>
<th>Engagement with and Outreach to Minority-Serving Institutions</th>
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Next Steps

- UWDC reconfigured to help facilitate IDEAL implementation
- Working groups to be established for recurring tactics
- Groups charged with identifying next steps and needed resources
- Proposed strategy for tactic implementation submitted to President Schill winter 2018
- Groups report back to DEI late fall/early winter term
- Campus Update on DEI and Working Groups begin meeting fall 2017
Call to Action

- Mindset: DAP is not a check off, but vital to the academic excellence that we seek
- Submit names for working groups to ideal@uoregon.edu
- Check in with DEI about your DAPS
- November 1, 2017 - save the date – Professor Devon Carbado’s discussion of IDEAL Framework implementation
- Attitude: This work is ongoing and iterative. Be positive, forward thinking and engaged
Resources for Units

• Drop in DAP consultation, Fridays 9-11 a.m., CoDaC office (runs October 6 – November 30)
• 1:1 or group consultations with Lesley-Anne, Vickie or Yvette
• DEI website: inclusion.uoregon.edu
• September 20th workshop on terminology, register via email to lopezr@uoregon.edu
• Implicit Bias Trainings scheduled for September 21, October 12, and November 6. Register via Making Tracks: https://odt.uoregon.edu/registration/course_view.php?crse_id=813
Resilience: the capacity that allows institutions to lead through the shock of change, in ways that build capacity, ultimately achieving innovation and expanded signature strengths.
Thank You!