EDI Implementation Team: Charge from the Chancellor

**Guidepost goal:**
Building on successful EDI efforts, develop a focused action plan for achieving an enrollment of 20 percent students of color and eliminating the opportunity gap. The action plan will include 5 goals and an accountability measure:

1. Strategies for including faculty and staff EDI contributions in *promotion and tenure decisions*
2. Recommendations for *campus-wide professional development* to increase employee and student cultural intelligence, improve campus climate and support the action plan
3. Strategies for faculty and staff of color *recruitment and retention*
4. Suggestions for how *departments and units* can contribute to reaching the guidepost goal
5. Recommendations for streamlining and improving *communication* in and among groups working to support recruitment and retention efforts

**Accountability measure:**
Recommend criteria for an EDI ‘key performance indicators’ dashboard, including metrics for departments and units, a timeline for goal achievements and benchmarks for progress.
EDI Implementation Team

Core Team:
Dennis Beale
Linda Carlson
Manny Fernandez
Jeff Goodman
Caitlin Lee
Kia Lee
Carmen Manning
Michael Penkava
Ashley Sukhu
Co-Leaders: David Jones, Ann Rupnow

Additional Contributors:
Maria Carvalho
Selika Ducksworth-Lawton
Leslie Huntington
Chris Jorgenson
Alan Rieck
Audrey Robinson
Dale Taylor
Jodi Thesing-Ritter
Odawa White
EDI Implementation Team: Activity So Far

• Organizational meeting, EDI Implementation Team (10/8/2015)
• Listening Sessions with students (10/20) and faculty/staff (10/21); participants invited to participate in one-on-one and group discussions
• Retreats with Core Team (10/22) and Additional Contributors (10/29)
• EDI Co-Chairs’ Opening Report to Chancellor’s Leadership Team (10/26)
• EDI Implementation Team attends University Senate meeting to announce its formation and purpose (10/27)
**EDI Team: Upcoming/Ongoing Actions**

- **Sharepoint site** (EDI Reports, information on committee membership and process)
- **Listening Sessions**
  - 2 student sessions (Oct/Nov)
  - 2 faculty/staff sessions (Oct/Nov)
- **Core Team Meetings**
  - November (to draft plan items and accountability measures);
  - December (joint meeting with additional contributors to finalize plan items and accountability measures)
- **Additional Contributors Meetings**
  - November (to draft plan items and accountability measures)
  - December (joint meeting with core team to finalize plan items and accountability measures)
- **One-on-One/Small Group Meetings**: by request, conducted by two members of core team/additional contributors
  - We anticipate having small group meetings that include college deans/directors
  - Meetings with student affinity groups
- **Joint meeting, Core Team/Additional Contributors**: December 17