Diversity & Equity 101: Baby Steps Toward Creating a More Inclusive Campus

Focus Issues

<table>
<thead>
<tr>
<th>Student Recruitment &amp; Retention</th>
<th>Faculty Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inclusion &amp; Faculty Recruitment</td>
<td>Leadership</td>
</tr>
</tbody>
</table>

1. Assess Challenges
2. Identify Best Practices
3. Communicate Findings Effectively
4. Institutionalize Efforts & Ensure Continuity

Just a few...

- Comprehensive Recommendations made to Dean and met with support
- Cluster Hires
- Trans-related health care insurance benefits extend to faculty
- Salary Equity Addressed in several units
Lessons Learned

1. Identify stakeholders and allies in your ranks and build networks to disseminate best practices.

2. Leadership transitions are a window of opportunity…but vet candidates according to their vision for equity and diversity.

3. Document equity challenges—data and policy transparency are powerful tools.

4. Seek ways to normalize equity and inclusion as values within your units.

5. Focus on top-down/bottom-up short-term wins and plan for long-term gains…but don’t depend on the energies of 1-2 people.

6. Take stock and begin to mobilize these efforts into next steps.

7. Repeat.