



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

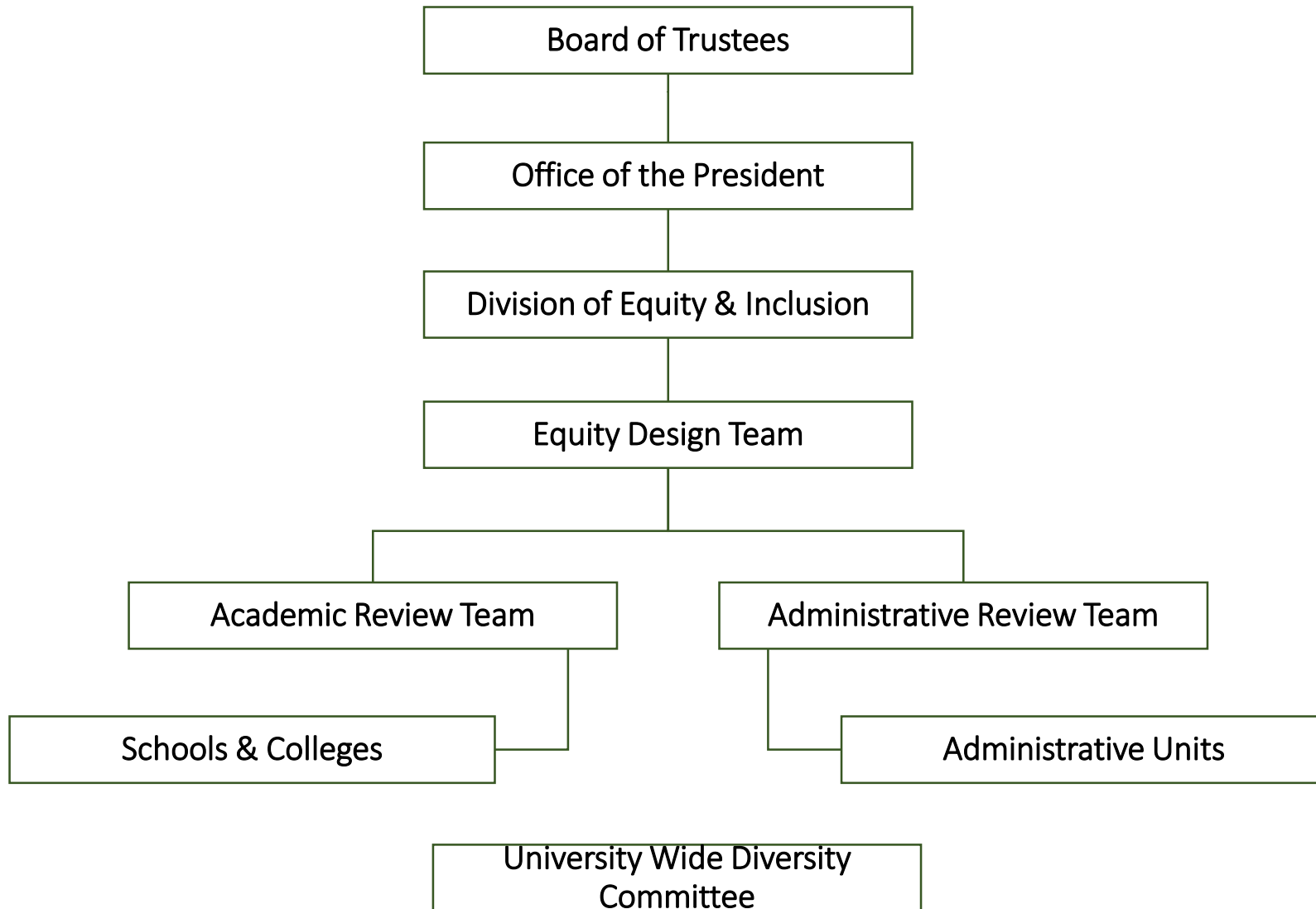
September 14, 2017

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Campus Context



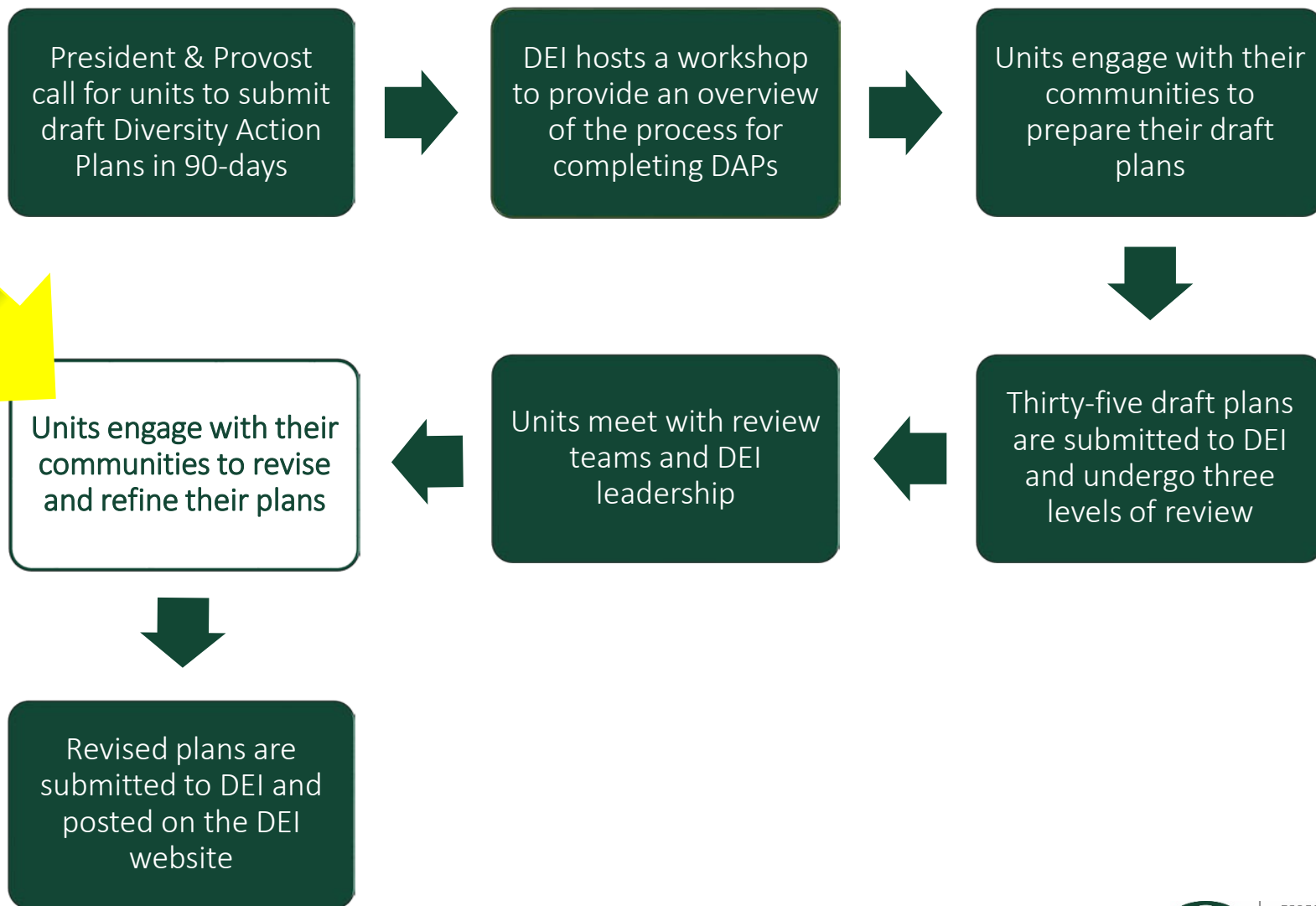
Diversity Action Plan (DAP) Leadership



IDEAL Timeline

Date	Milestone
Fall 2013	Listening tour and campus-cum-community gatherings to solicit ideas for the Diversity Plan
Winter 2014	DEI begins reallocating resources in preparation for the implementation of IDEAL
Spring 2014	University-Wide Diversity Committee (UWDC) is formed and begins its work
Fall 2014	UWDC drafts plan and gets feedback from campus stakeholders
Spring 2015	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
Winter 2016	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.
Fall 2016	DAP process is launched

Diversity Action Plan (DAP) Process



DAP Timeline

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

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

Implicit Bias
Professional
Development

Climate Survey
Development and
Analytics

Recruiting Processes,
Outlets and
Retention Tools

Professional
Development Pilot
Projects

Leadership
Succession
Planning

Onboarding for New
Employees and New
Supervisors

Evaluating Existing
Workshops and
Professional
Development
Programs/Gap
Analyses

Engagement with
and Outreach to
Minority-Serving
Institutions

Next Steps



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!