

BUILD A MORE INCLUSIVE COMMUNITY:

- Explore development of undergraduate requirement on human difference
- Develop co-curricular offerings for students on cross-cultural communication
- Incorporate diversity and inclusion discussions in house communities
- Sponsor annual debate on topic of political and social import
- Incorporate diversity and inclusion training into orientation for new students
- Incorporate diversity and inclusion training into orientation for new faculty and staff
- Expand diversity, mentorship and implicit bias trainings for all faculty, especially department chairs and senior staff
- Develop manager training programs that include diversity hiring, inclusive decision-making and cross-cultural leadership
- Report on ways to increase connections between alumni and underrepresented students
- Report on optimal organization design and resources for the Office of Institutional Diversity and Equity

INCREASE TRANSPARENCY:

- Launch comprehensive diversity and inclusion website
- Create a research and assessment team to develop metrics to evaluate diversity and inclusion efforts
- Form Council on Institutional Diversity and Inclusivity to advise senior leadership
- Develop mechanisms for feedback and dialogue on issues of diversity and inclusivity
- Publish diversity and inclusion report card

CONFRONT AND LEARN FROM THE PAST:

- Commission public projects on Dartmouths history of diversity and inclusivity
- Make existing and forthcoming research on Dartmouths past accessible and available for research, teaching and community outreach

BE ACCOUNTABLE:

- Post diversity and inclusion plans by every department, division and school on their websites
- Include efforts to enhance inclusivity and support diversity in senior staff and faculty performance evaluations
- Engage the board of trustees in bias and diversity programming
- Create and host an external review committee
- Make public the external review committees annual report

