

INCREASE FACULTY DIVERSITY:

- Track data on underrepresented faculty
- Double faculty diversity recruitment fund
- Offer workshops by National Center for Faculty Development and Diversity
- Work to retain key faculty
- Conduct exit and stay interviews with faculty
- Double length of Chavez, Eastman, and Marshall Fellowship programs
- Create Asian–American studies fellowship
- Add four new post–doctoral fellowships in areas that support diversity
- Build and strengthen networks to develop a pipeline for diverse scholars
- Update and make public department and program diversity plans
- Add additional faculty diversity advocates to search processes
- Provide implicit bias training for faculty search committees
- Review tenure and promotion processes
- Review and report on balancing faculty workload
- Achieve 25% underrepresented faculty

INCREASE STAFF DIVERSITY:

- Form working group to recommend targets and strategies for increasing underrepresented minorities on staff
- Present working group report on staff diversity
- Increase Funding to Employee Resource Networks
- Add implicit bias training and staff diversity focus to hiring processes at all levels
- Strengthen outreach and recruiting to attract broader range of candidates for staff positions
- Conduct exit and stay interviews with staff
- Provide diversity advocates to assist with all senior staff search committees
- Provide implicit bias training for all senior staff
- Enhance professional development opportunities for staff
- Provide training opportunities for new managers

