

Diversity, Equity, and Inclusion (DEI) Digest of FY19 DEI Activities

A joint project of the Chief Diversity Office and the Office of the Provost

The DEI Digest is designed to create a digital inventory of FY19 campus-wide activities that advance diversity, equity and inclusion (DEI) at the University of Iowa.

Units and individuals are asked to use the following form to enter DEI-related activities that support the university's goals to:

- A. Create an inclusive & equitable campus environment;
 - B. Recruit, retain and develop a diverse campus community (faculty, staff and students);
 - C. Support curricula, teaching, scholarship and clinical services that advance diversity, equity & inclusion;
 - D. Enhance accountability, effectiveness, and collaboration through strategic use of DEI-related data in planning and assessment;
 - E. **Other.** Please provide unit-level DEI activities that do not fit neatly under one of the above goals.
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Person completing this survey:

Name:
Title:
College/Org:
Department/Unit:
Email:

Are you completing this as an individual or on behalf of a unit?

[if on behalf of a unit]

Does your unit have a position charged with advancing diversity, equity and inclusion? (please identify)

Does your unit have a committee charged with advancing diversity, equity and inclusion within your unit? (please identify)

Would you like to meet with someone to discuss tools and resources for integrating diversity, equity, and inclusion strategies in your unit's planning and processes?

Does your unit have DEI-related external accreditation requirements?

Additional Comments

Does your unit have Diversity, Equity, and Inclusion (DEI) goals and/or activities as part of its unit strategic plan?

[If no, end survey]

Please use the following fields to enter your unit or individual FY19 DEI-related activities and select the objective(s) that motivate the activity.

Title of FY19 DEI Activity

Full description (including desired outcome) (maximum 1500 characters)

Year initiated

Is this a one-time activity?

If this is ongoing, what is the time frame?

Objective: Which of the following best describes the desired objective(s) of this activity? (check all that apply)

- Recruitment
- Pipeline Development
- Retention/Persistence
- Student Success (grad/undergrad)
- Promotion & Professional Advancement (faculty/staff)
- Scholarship/Research
- Teaching/Curriculum
- Service/Clinical Service
- Equity Impact Analysis
- Leadership Commitment & Development
- Community Partnerships
- Staff/Faculty Professional Development
- Unit or Campus Climate
- Other

Target UI Constituency (check all that apply)

- Faculty – Tenured/Tenure-Track
- Faculty – Clinical Track
- Faculty – Research Track
- Faculty – Instructional Track
- Faculty – Other
- Staff – P&S
- Staff – Merit
- Staff – SEIU
- Students – Undergrad
- Students – Graduate
- Students – Professional
- Post-docs
- Fellows, Post Graduate Trainees
- Community – Local/Regional
- Whole Unit/College
- Other

Target Demographic Populations (check all that apply)

- Underrepresented U.S. Racial/Ethnic Minority (URM), defined as American Indian/Alaskan Native; Black/African American; Hispanic/Latinx; Native Hawaiian/Other Pacific Islander
- American Indian/Alaskan Native
- Asian American
- Black/African American
- Hispanic/Latinx
- Native Hawaiian/Other Pacific Islander
- White
- International
- Women
- Men
- Lesbian, Gay, Bisexual, Queer (LGBQ)
- Transgender/Genderqueer
- Persons with Disabilities
- First Generation
- Low Income
- Veterans
- Other/Specific Group – Please specify (e.g. Asian American, Black Men, Women of Color, Religious/Spiritual Community, Majority Identity Groups, Rural, General Audience)
- None/Not applicable

How will the success of this activity be assessed (e.g., success indicators, metrics)?

Implementation Lead(s)

Name(s):
 Email of Primary Contact:
 Collaborating Units/Groups, if applicable

Website URL (if applicable)

Estimated FY19 Budget Allocation
 \$ _____

Please describe what barriers, if any, you are encountering in implementing this activity and identify what types of support (e.g., training, networking, financial, data) would assist the unit in achieving success with the activity.

Additional comments

Would you like to add another activity?

*[If yes, loops back to **Title of FY19 DEI Activity**]*