

Completing Unit-level DEI Digest Entries

The following list of DEI-related activities and success metrics is designed to offer examples of actions units can take to advance the DEI Digest Priority Goals. For more information, contact: diversity@uiowa.edu.

DEI Digest Priority Goals	Example of DEI-related Activities	Examples of Metrics to Measure Success
<p>1) Create an inclusive & equitable campus environment.</p>	<ul style="list-style-type: none"> • Leadership commitment regarding the importance of diversity, equity & inclusion as critical to the unit’s mission. • Diversity, equity & inclusion is integrated in unit’s mission, vision, core values. • Programs to advance student, staff, faculty & administrator DEI-related competencies (i.e., knowledge, value, skills). • Physical environments promote inclusive and accessible facilities. • Unit-level committee to lead diversity, equity & inclusion efforts. • Partnerships with organizations representing diverse constituencies (e.g., Diversity Councils, professional associations) and engage stakeholders in identifying strengths and gaps in programs and services • Assessment of outcomes related to unit policies and practices to identify areas of disparities; engage in processes to understand and mitigate the disparities; assess and evaluate efforts • Assessment internal and external communications and ensure that visible images and materials are welcoming and inclusive. • Implementation of unit-wide educational programs related to DEI • Celebration DEI-related achievements through internal recognition, nomination for DEI-related awards, etc. 	<ul style="list-style-type: none"> • Program implementation milestones met • Program participation - #s, demographics of attendees • Participant evaluation of program quality • Equity analysis shows decreasing disparities • Visual documents (e.g., posters, tip sheets) • Assessment and growth of employee DEI competencies • # of DEI-related professional development programs attended • Campus climate and SERU data – baseline and change • # and % of employees who have completed a BUILD certificate
<p>2) Recruit, retain and develop a diverse campus community (faculty, staff and students).</p>	<p><u>Staff/Faculty</u></p> <ul style="list-style-type: none"> • Institutionalize DEI recruitment best practices in all searches (e.g., active and ongoing recruitment, diverse hiring committees, search committee training, clear hiring criteria, proactive communication of work/life commitment). • Integrate intentional DEI efforts into employee recruitment programs • Pipeline programs (e.g. K-12; undergrad-graduate/professional; postdoc to professoriate) • Engagement in local community to create a more inclusive, welcoming community • Integrate DEI-related professional development and expectations in leadership positions and programs • Use of data to inform the unit’s DEI planning (e.g., workforce demographics, climate survey, HR Retention Reports) • Implement search committee trainings on unconscious bias and equitable practices 	<p><u>Faculty Recruitment</u></p> <ul style="list-style-type: none"> • Demographic composition of recruitment efforts (e.g., applicant pool; short list; on-campus interview; offer extended) • # and demographics of candidates identified via active outreach • # and demographics of visiting scholars/experts invited to campus • # of strategies to actively engage passive candidates; # contacted <p><u>Faculty Retention</u></p> <ul style="list-style-type: none"> • Four-year/eight-year retention of new hire assistant professors (e.g., Cohort 2009; retained in 2013; 2017);

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	<ul style="list-style-type: none"> • Strategic attendance at key conferences to identify diverse talent • Integration of DEI-related content into position descriptions, ads, and interview processes. • Assessment of all job ads are assessed for gender and other biases. • Relationships with talented scholars from underrepresented groups via conferences, professional networks, online resources • Invitation of diverse slate of scholars to campus to present their research • Implementation of strategies to engage “passive applicants,” particularly women scholars and scholars of color 	<ul style="list-style-type: none"> • Five-year/Annual Turnover of Tenured/Tenure-Track Faculty (Cohort of All T/TT faculty 2014/2015/2016/2017/2018: Not separated; retirements; deceased (see Purdue Data Digest); <p><u>Staff Recruitment</u></p> <ul style="list-style-type: none"> • Demographic composition of staff, at multiple levels of organization • Demographic composition of recruitment efforts (e.g., applicant pool; short list; on-campus interview; offer extended) • # and demographics of candidates identified via active outreach <p><u>Staff Retention</u></p> <ul style="list-style-type: none"> • Retention reports from HR Dashboard, disaggregated by race/ethnicity, gender, etc.
	<p><u>Undergrad/Graduate Student</u></p> <ul style="list-style-type: none"> • Student recruitment programs • Engagement of constituency-focused groups (e.g., multicultural centers; UI Diversity Councils; community focus groups) • • • 	<p><u>Student Metrics</u></p> <ul style="list-style-type: none"> • Demographic composition (# and %) • Undergrad: 1st to 2nd year retention rates and disparity analysis • Undergrad: 4 year graduation rates and disparity analysis • Doctoral six-year graduation rates and disparity analysis
	<p><u>Postdoc and Professional Students</u></p> <ul style="list-style-type: none"> • • • 	<p><u>Postdoc</u></p> <ul style="list-style-type: none"> • • <p><u>Professional Students</u></p> <ul style="list-style-type: none"> • •
<p>3) Support curricula, teaching, scholarship and clinical services that advance</p>	<ul style="list-style-type: none"> • Academic programs • DEI-related academic (credit) courses • Population-specific outreach and clinical services 	<ul style="list-style-type: none"> • Program enrollment • Dedicated budget • Program evaluations

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<p>diversity, equity & inclusion.</p>	<ul style="list-style-type: none"> Professional DEI-related certification training offered on/off campus DEI-related conferences and forums; engage visiting scholars/presenters while on campus. 	<ul style="list-style-type: none"> Assessment of learning objectives
<p>4) Enhance accountability, effectiveness, and collaboration through strategic use of DEI-related data in planning and assessment.</p>	<ul style="list-style-type: none"> Completion of unit-level DEI Digest entry to share the unit's DEI related activities, including established programs and early action steps. Review of DEI-related data points (e.g., composition, ...) for disparate impact on underrepresented U.S. racial/ethnic minorities, women, and other historically marginalized populations. Engagement of historically marginalized populations to interpret data and provide insights into strategies 	<ul style="list-style-type: none"> Strategic plan goals, strategies, and actions Equity analysis – baseline and change Focus groups conducted and other partnership with underrepresented populations
<p>5) Other. Please provide unit-level DEI strategies that do not fit neatly under one of the above goals.</p>		

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