

## DE&I “Better” Practices

- I. Beyond the Business Case Discussion
  - Establish C-Level importance, bottom-line results, and institutional performance indicators.
  - Ask for and challenge the business case for maintaining a heterogeneous campus.
  - Pursue Inclusion with Purpose
- II. Identify and Challenge Systemic Barriers
  - Conduct campus-wide bias and discrimination audits.
  - “Take Ownership” in the impact of systemic processes and exclusionary behavioral patterns.
- III. Close the Impact Gap: Move from Intent to Impact
  - Reimagine Institutional “Fit” for Inclusion
  - Plan Intentional outreach efforts in admissions, hiring, and diverse talent development
  - Reward Transformative Culture Transformation outcomes (Values, Beliefs, Traditions)
  - Establish a Sense of Belonging
- IV. Measure What Matters
  - Inclusive Pedagogies & Practices
  - Identify Different Institutional Experiences & Values

## DE&I Success Indicators

- I. Administration & Continuous Improvement
  - Unit Action Plans
  - Unit & Program Data (reporting metrics)
  - Existing Survey Review
  - Professional Plan Review
- II. Student Access & Success
  - Student Enrollment Data Review
  - Student Access & Outreach
  - Data Collection
  - Student Engagement & Success
  - Community Engagement
- III. Faculty & Staff Success
  - Faculty Recruitment & Retention
  - Professional Development
  - Goal Identification
  - Access & Outreach
  - Professional Development Data, Collection, & Reporting
- IV. Refining Infrastructure
  - Infrastructure Development
  - Existing Resources
  - Alternate Resources