CUIMC Staff DEIB Strategic Plan
2020 - 2025

**Mission:** Propose strategies that strive to create a safe, equitable, and inclusive environment where staff, of all identities (especially those who are marginalized and under-represented), are supported and empowered to thrive throughout the CUIMC community.

**Vision:** promote equity and inclusion for all staff of the CUIMC community through support, inclusion, and culturally competence.

**Goal 1:** Programming and Engagement- *Implement high-quality educational and engagement opportunities for CUIMC staff. Including leveraging community partnerships to create a diverse community of belonging.*

**Plan of action**
- Conduct an audit of D&I programming for staff to assess whether it is meeting their needs.
- Assess staff culture to determine initiatives that will have significant impact. Assessments will include data analysis and possibly surveys and/or focus groups.
- Develop effective programs to expand on diversity, equity, and inclusion efforts.
- Create formal mentorship programs for various staff groups (new hire, women, URM, etc. (FY22)
- Assess current and forecasted internal and external collaborations and partnerships (FY22)
- Develop a community partnership communication plan (include community town halls, forums, panels, and summits with local law enforcement agencies to discuss shared interests and best practices).
- Form cross-campus coalitions that connect staff and community members (i.e. strengthen community involvement in public safety, victim advocacy, etc.)

**Goal 2:** Advocacy- *Advocate for just and equitable policies and practices to ensure a safe and inclusive community where each person feels empowered and supported.*

**Plan of action**
- Monitor university policies for negative/adverse diversity and inclusion impacts
- Review university assessment practices to ensure commitment to equity, diversity, and inclusion processes
- Develop a system to provide continuous feedback and suggestions
- Explore incentives and staff participation in training workshops
- Increase the diversity of staff via recruitment, hiring and retention efforts
- Create, maintain and expand staff pipeline programs in multiple disciplines

*Highlighted denotes items to focus on FY22- TR2513 updated May 28th*
CUIMC Staff DEIB Strategic Plan
2020 - 2025

- Maintain and expand diversity job recruitment site list
- Highlight and publicize all efforts to grow diversity in respective areas consistent with AAP goals/targets.
- Expand the participation of staff in affinity groups
- Increase communication of Diversity, Equity, and Inclusion efforts/initiatives.
- Assess current onboarding practices, orientation, and training needs for new staff
- Continue to review exit interviews for exiting and transferring staff to identify D&I issues
- Establish Staff Diversity Advocates & employee resource groups who will serve as liaisons amongst the campus community (FY22)
- Increase response rates for voluntary self-identification forms (race, disability, etc.) to improve data analytics (FY22)
- Secure independent sufficient funding and resources for staff diversity, equity and inclusion efforts (FY22)

Goal 3: Accountability- Demonstrate the positive impact of Diversity and inclusion initiatives to CUIMC staff culture.

Plan of action
- Track, measure, assess, and report progress with D&I initiatives to determine whether the strategic plan initiatives are successful
- Produce an annual report that focuses on diversity, equity and inclusion issues, and accomplishments
- Conduct Staff Diversity, Equity, Inclusion, and Belonging survey (FY22)
- Form or continue assessment committees to support and provide accountability for school/department/institute level initiatives related to goals and metrics including progress on AAP placement goals/targets (FY22)
- Communicate assessment results (FY22)
- Include the Diversity and Inclusion leaders in recruitment efforts

Goal 4: Learning and Development- Deliver impactful social justice and culturally competent professional development opportunities and training to enhance staff’s D&I capabilities.

Plan of action
- Develop cultural competency standards for staff (FY 22)
- Establish CUIMC Staff mentorship, learning and developmental outcomes related to diversity and inclusion that can be used for programming and assessment purposes (FY22)
- Offer professional development resources to educate staff on issues related to diversity, equity, inclusion, and social justice (i.e. share current articles, form book clubs, training workshops, webinars, discussions/dialogues on racism, etc.)
CUIMC Staff DEIB Strategic Plan  
2020 - 2025

- Offer a catalog of diversity, equity, inclusion, and social justice workshops/resources for staff (i.e. Unconscious Bias, Active By-Stander Intervention, Allyship & Intersectionality, Cultural Competency, Gender & Sexuality, etc.)
- Increase diversity-related events and celebrations for staff at CUIMC
- Improve staff awareness and adherence related to University reporting requirements for harassment and bias incidents