

Diversity Action Plan Implementation: Working Groups

Working Group <i>**selected from tactics found in unit-level DAP tactics**</i>	Charge for Working Group	What are potential opportunities for collaboration across campus? <i>**To be completed by working group**</i>	What resources may be needed to implement this tactic? <i>**To be completed by working group**</i> SEE FOOTER
Implicit Bias Professional Development	Working group to: <ul style="list-style-type: none"> -Identify appropriate types of training for various audiences -Identify trainers and analyze capacity, cost models, etc. -Analyze costs -Identifying who should take training -Identifying opportunities for institutionalization and routinization -investigate impact and sequencing of training 		
Climate Survey Development and Analytics	Working group should first and foremost identify the <i>goal</i> of climate surveys (both centrally and locally) and would address specific questions and next steps. For example: <ul style="list-style-type: none"> -What questions are appropriate and useful? -What happens once you <i>collect</i> the data? -How does it inform actions and change? -To what extent should surveys differ between units? -How frequently should surveys be done? -What legal considerations are there around language, privacy, or the like? -What is already being done at the UO? -What is being done elsewhere? Best practices? -DEI can begin thinking of appropriate ways to centrally gather information as surveys are conducted 		
Recruiting Processes, Outlets & Retention Tools	Working group to ensure that equity, inclusion and diversity are embedded in the institutional hiring plan. <ul style="list-style-type: none"> - working group to include faculty and deans to assess the campus infrastructure for faculty retention as it relates to existing resources in light of established best practices at other campuses. -HR compiles a list of diversity recruiting tools and options; maintains on an easy-to-find website and links to Academic Affairs and CoDaC. <ul style="list-style-type: none"> -Where memberships or payment is required to access these, HR analyzes whether it is cost effective to cover such memberships or payment centrally 		

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Professional Development Pilot Projects	Working group to launch a manageable number of pilot programs on campus -Work with units to develop parameters and expectations for pilot -Identify those types of activities or opportunities that fall under the very broad term of “professional development” -Separate out what can begin now with what might take more resources (and what those resources are)		
Leadership Succession Planning	Working group to identify leadership succession focus -Include on agenda at ALT or Deans Council		
Evaluate Existing Workshops, Professional Development Programs / Gap Analysis	Working group to develop a set of effective and accessible training opportunities as well as identifying programs offered at other institutions -Develop an associated budget for any that are membership-driven or subscription-based		
Onboarding and Training for New Employees & New Supervisors	Working group to evaluate needs and priorities -Inventory of what is currently available (required or optional) and how well both are known and used; the inventory should include what is done in various units as well as centrally. -Analyze the HR inventory to determine what is useful, what aligns with best practices, what is outdated or missing, etc. -Review of best practices and successful training programs at other universities; analysis of resources required to establish or gain access. -Analysis of priority areas of training either because they are most necessary or because they are low-hanging fruit for implementation		