



College of Liberal Arts and Sciences

Office of the Dean

University of Iowa

240 Schaeffer Hall

Iowa City, Iowa 52242-1409

Phone: 319-335-2625 | Fax: 319-335-3755

Email: clas@uiowa.edu | Web: clas.uiowa.edu

College of Liberal Arts and Sciences 2020-21 DEI Action Plan: Goals and Action Steps

clas.uiowa.edu/dei

CLIMATE AND RETENTION

Provide mechanisms to enhance, create, or inform policies and procedures related to DEI challenges in the College of Liberal Arts and Sciences

- Provide policy and procedure information about university resources and formal reporting structures for DEI concerns and infractions
- Develop and implement a plan to strengthen faculty and staff retention, consistent with the university DEI Action Plan (Spring 2021)
- Coordinate with departments, colleges, and the university regarding the impact of Covid-19 on faculty scholarship and productivity and promotion (Fall 2020-Spring 2021)
- Collaborate with campus leaders, including students, on strategies to address police brutality and reform (Fall 2020)
- Enhance faculty searches with evidence-based processes to enhance diversity and equity, and reduce implicit bias
- Create transparency on the role of CLAS in influencing university reform for policy and procedures that disproportionately impact minority students and faculty

Provide feedback mechanisms to respond to DEI issues in CLAS

- Conduct DEI discussion forums for faculty, students, and staff in each academic domain (Fall 2020-Spring 2021)
- Form CLAS Student Advisory Committee for DEI to inform college of barriers to student success (Fall 2020-ongoing)

Assess and strengthen Diversity and Inclusion (DI) general education (GE CLAS Core) requirement

- Create community of support for faculty and TAs who instruct in this requirement (Fall 2020-ongoing)
- Assess learning outcomes (including student growth) for the GE DI courses (Spring 2021)
- Develop and implement training for graduate students teaching in DI general education (Spring 2021)

CLAS COMMUNITY SUPPORT

Enhance educational opportunities for the college community to increase awareness, knowledge, and skill development about DEI

- Implement DEI educational opportunities for faculty, departmental, and program leadership on creating a culture change, equity in the educational experience, racial and social justice, and having difficult conversations (conflict resolution)
- Develop group-led opportunities for dialogue and strategy creation for faculty and staff

Strengthen departmental and unit DEI infrastructure

- Require all CLAS departments and units to develop annual DEI work plans (Spring 2021)
- Develop a process and format for departments and units to conduct DEI audits (beginning Fall 2021)

Leverage resources to enhance faculty, staff, and departmental DEI engagement

- Designate funds to support up to four faculty or staff per year (one each from arts, humanities, social sciences, and natural sciences) to attend a conference or training specific to DEI-related topics (Spring 2021)
- Utilize strategic initiative funding to enhance departmental/unit DEI efforts (Fall 2020-ongoing)
- Commit funding for college-wide racial and social justice initiatives (Fall 2020)
- Create infrastructure for DEI Fellows program to support faculty engaged in departmental and campus-wide DEI efforts (Spring 2021)

Raise awareness and opportunities

- Engage with alumni and community to bolster career preparedness related to DEI
- Develop broader platform for alumni engagement in DEI

Develop opportunities to amplify voices and experiences of faculty, students, and staff at the University of Iowa

- Address the strengths and challenges of DEI in CLAS related to research, teaching, service, and public engagement.
- Amplify the voices, scholarship, advocacy, and teaching that exemplify best practices in DEI via a variety of digital and in-person platforms (Fall 2020-ongoing)