

IOWA

**College of Liberal Arts and Sciences Diversity, Equity,
and Inclusion**

Integration of Goals and Strategies

July 2023

Goal 1:	Promote an Inclusive Environment
Strategy 1:	Use empirically validated methods to address the challenges and opportunities that arise for CLAS students, faculty and staff
Strategy 2:	Integrate DEI throughout the educational and scholarly experience in CLAS
Strategy 3:	Foster a greater sense of community within the college

Goal 2:	Build Stronger Infrastructure to Support DEI Efforts
Strategy 1:	Increase support provided to first-generation, URM, and international students, faculty and staff in CLAS
Strategy 2:	Build DEI capacity across the college

Year One: Progress AY 2021-2022

Project 1:	Conduct review of departmental strategic plans for DEI components and integration	Goal 2, Strategy 1	Completed AY 2022-2023
Project 2:	Compile data on the types of diversity initiatives and trainings in CLAS departments	Goal 2, Strategy 2	Completed AY 2022-2023
Project 3:	Establish a baseline understanding of department mentoring practices	Goal 1, Strategy 1	Completed AY 2022-2023
Project 4:	Hired CLAS DEI Director Dr. Liz Mendez-Shannon	Goal 2, Strategy 2	Completed AY 2022-2023

ACTION PLAN 2021-2026

CLIMATE AND RETENTION

Provide mechanism to enhance, create, or inform policies and procedures related to DEI challenges in the College

Provide policy and procedure information about university resources and formal reporting structures for DEI concerns and infractions	Goal 2, Strategy 1	In Process CLAS DEI Website
Develop and implement a plan to strengthen faculty and staff retention, consistent with the university DEI Action plan (Spring 2021)	Goal 1, Strategy 1, Strategy 3	In Process
Coordinate with departments, colleges, and the university regarding the impact of Covid - 19 on faculty scholarship and productivity and promotion (Fall 2020-Spring 2021)	Goal 1, Strategy 1 Goal 2, Strategy 1	Completed AY 2021-2022
Collaborate with campus leaders, including students, on strategies to address police brutality and reform (Fall 2020)	Goal 1, Strategy 2	
Enhance faculty searches with evidence-based processes to enhance diversity and equity, and reduce implicit bias	Goal 1, Strategy 1	In Process Path to Distinction, HR follow-up
Create transparency on the role of CLAS in influencing university reform for policy and procedures that disproportionately impact minority students and faculty	Goal 1, Strategy 3	

Provide feedback mechanisms to respond to DEI issues in College

Conduct DEI discussion forums for faculty, students, and staff in each academic domain (Fall 2020-Spring 2021)	Goal 1, Strategy 2, Strategy 3	In Process
Form Student Advisory Committee for DEI to inform college of barriers to student success (Fall 2020-ongoing)	Goal 2, Strategy 1, Strategy 3	In Process Student DEI Working Group 2023

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)	Goal 2, Strategy 1	
Assess learning outcomes (including student growth) for the GE DI courses (Spring 2021)	Goal 1, Strategy 2	
Develop and implement training for graduate students teaching in DI general education (Spring 2021)	Goal 1, Strategy 2 Goal 2, Strategy 1	

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)	Goal 1, Strategy 2, Strategy 3	In Process
Develop group-led opportunities for dialogue and strategy creation for faculty and staff	Goal 1, Strategy 1, Strategy 3	

Strengthen departmental and unit infrastructure on DEI

Require all CLAS departments and units to develop annual DEI work plans (Spring 2021)	Goal 2, Strategy 2	Proposed AY 2023-2024
Develop a process and format for departments and units to conduct DEI audits (beginning Fall 2021)	Goal 1, Strategy 1	What is update?

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)	Goal 1, Strategy 2 Goal 2, Strategy 1	What is update?
Utilize strategic initiative funding to enhance departmental/unit DEI efforts (Fall 2020-ongoing)	Goal 2, Strategy 1, Strategy 2	
Commit funding for college-wide racial and social justice initiatives (Fall 2020)	Goal 2, Strategy 1, Strategy 2	
Create infrastructure for DEI Fellows program to support faculty engaged in departmental and campus-wide DEI efforts (Spring 2021)	Goal 1, Strategy 2 Goal 2, Strategy 2	What is hx of Fellows? Is there an incoming one?

Raising Awareness and Opportunities

Engage with alumni and community to bolster career preparedness related to DEI	Goal 2, Strategy 2	Do we have an alumni program in CLAS?
Develop broader platform for alumni engagement in DEI	Goal 2, Strategy 2	

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	Goal 1, Strategy 1	
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)	Goal 1, Strategy 1 Goal 2, Strategy 1	