Recap and Updates
Office of Diversity Equity Inclusion and Community Engagement

Mission Statement

We are committed to transforming and advancing policies, programs and practices that address social injustices and health disparities alongside the communities we serve.

Approved 3.30.21
Sustainable DEI Design

STUDENTS | STAFF | FACULTY

COMMUNITY ENGAGEMENT
Build Trust
Diverse Candidate Pool

ATTRACT
Need Based Marketing
DEI Branded Advertising
Remove Barriers to Access

ATTAIN
Upward Mobility
Professional Development
Inclusive Engagement

RETAIN
Analyze
Evaluate
Adjust
ROI
CU Anschutz Medical Campus
Center for Health Equity
Strategic Initiatives of DEI&CE Workgroups

Workgroup #1 (Student Experience)
- Holistic Admissions
- Pipeline Programs
- Support for Students

Workgroup #2 (Campus Climate)
- F/S Demographics and Holistic Hiring Practices
- Campus Sense of Belonging
- Health Equity in Curricula

Workgroup #3 (Data & Metrics)
- Logic Model
- Templates, Timelines, and Definitions (Data Cookbook)
- Use Case

Priorities
- Priority 1
- Priority 2
- Priority 3
Office of Strategic Initiatives (OSI) and Office of Diversity, Equity, Inclusion and Community Engagement (ODEICE):
Synthesis of Recommendations

- Leverage Data
- Build a Healthcare Innovation Institute
- Elevating the Student Experience
- Partner in Patient Care
- Invest in Our People

CU Innovations
Health Affiliates Clinical Affairs
Partnership: OSI and ODEI&CE
Research Business Processes with ODEI&CE
Recommendations: Strategic Priorities

**Priority 1: Create a welcoming community**
- Initiative 1: Emphasize DEI in mission and values
- Initiative 3: Centralize and redesign onboarding for inclusive culture

**Priority 2: Co-design flexible curricula & learning pathways**
- Initiative 1: Increase integrated and flexible learning opportunities
- Initiative 3: Invest in educational infrastructure for integrated learning

**Priority 3: Deliver tailored & proactive learner and educator support**
- Initiative 1: Enhance and redesign services for the whole student
- Initiative 2: Enhance belonging

**Community Engagement**
- **Priority 1: Create an ongoing ecology of connection**
  - Initiative 2: Make the campus more accessible to the community
  - Initiative 3: Enhance and expand pipeline programs

**Other Recommendations**
- **Build human connection**
  - Provide a mix of meaningful shared experiences (like Welcome Wednesday and Block Party) and opportunities to connect
Recommendations: Strategic Priorities

**INVEST IN OUR PEOPLE**

**EDUCATION**

*Priority 1: Create a welcoming community*

**RESEARCH**

*Priority 3: Facilitating inclusive collaboration*
- Initiative 2: Evaluate and restructure P&T criteria and processes
- Initiative 3: Create clear staff promotion paths and prof development

**COMMUNITY ENGAGEMENT**

*Priority 1: Create an ongoing ecology of connection*
- Initiative 1: Support community wealth building and workforce development
- Initiative 2: Make the campus more accessible to the community

**OTHER RECOMMENDATIONS**

*Build human connection*
- Provide a mix of meaningful shared experiences (like Welcome Wednesday and Block Party) and opportunities to connect
3 Task Force Groups for 3 Key Initiatives

- **Holistic hiring and campus climate**
  - Charge 1: assess current hiring practices and processes and make recommendations to address holistic hiring practices and processes.
  - Charge 2: assess the results/findings from campus & workplace culture survey and make recommendations regarding campus & workplace culture.

- **Staff initiative: career pathways**
  - Charge: assess current career pathway opportunities for staff and make recommendations (if needed) for improving transparency of and pathways for career opportunities.

- **Faculty initiative: promotion and tenure processes**
  - Charge: assess current promotion and tenure processes and develop recommendations about campus promotion and tenure processes (as separate processes), with attention to DEI, innovation, collaboration, and service.
Appoint a task force to assess and make recommendations for:

**HOLISTIC HIRING: FALL 2021-WINTER 2022**
- Review and implement holistic hiring practices to attain goal of getting demographics in all ranks of faculty and staff to mirror those found in the United States, including increasing minority representation through targeted recruitment at our campus.
- Evaluate and benchmark success of new processes and practices against baselines

**CAMPUS CLIMATE: WINTER-SPRING 2022**
- Based on climate survey feedback, develop recommendations to ensure the climate of our campus is a place where all learners, staff, and faculty feel a sense of belonging and are valued.
- Assess current state of mentoring (and sponsorship) programs as staff and faculty supports and if appropriate, develop recommendations. (May require different working group)
- Evaluate and benchmark success of new processes and practices against baselines
THANK YOU!