IDEAL Strategies and Tactics – DRAFT 11. 04. 15

**Inclusion Strategy:** Make the University of Oregon a “welcoming, loving, supportive, and respectful community” for people diverse in identity, interests, perspectives and culture. Improve feelings of trust, mutual respect, and goodwill in every department on campus.

**Tactic A:** Develop and engage our university communities in opportunities that enhance campus climate and interpersonal communication.

**Tactic B:** Model, teach, and reward students, faculty, and staff for behavior that contributes to a “welcoming, loving, supportive, and respectful community.”

**Tactic C:** Develop and/or enhance statements about equity, inclusion, and diversity in departmental documents, websites, and internal as well as external communication.

**Tactic D:** Institutionalize exchange and visitation programs that enhance student access, affordability, faculty diversity, community engagement, and UO’s academic distinction.

**Tactic E:** Design and arrange classrooms, pedagogy, and technology to enhance access and learning opportunities for all students.

**Diversity Strategy:** Diversify our student body, staff, and faculty through active recruitment, collaboration, inclusive onboarding, and intentional retention strategies. Achieve availability or better in all measurable categories by 2018.

**Tactic A:** Improve recruitment as well as retention rates for graduate and undergraduate students. Diversify recruitment and funding resources for international graduate students.

**Tactic B:** Support interdisciplinary research collaborations, community-university research partnerships, diversity-related curriculum development, and inclusive pedagogical strategies.

**Tactic C:** Develop a network of colleagues serving as community liaisons in departments, schools, and colleges to support faculty and staff professional goals and strengthen community bonds with the UO.

**Tactic D:** Scale up UO’s existing Employee Resource Groups (ERGs) to enhance professional development and community-building experiences for all members of the UO community.

**Tactic E:** Develop departmental learning requirements, internships, and/or certificates for students, faculty, GTFs, and/or staff to acquire knowledge and skills in diversity.

**Evaluation Strategy:** Encourage and support a culture of institutional learning, evaluation, and assessment that enhances our institutional commitment to diversity, equity, and inclusion. Establish baseline benchmarks for every department; achieve and measure meaningful progress on a biannual basis.

**Tactic A:** Complete a standard biannual self-assessment tool to document successes, challenges, and opportunities in diversity, equity, and inclusion.

**Tactic B:** Expand CBA requirements for documentation of contributions in tenure and promotion dossiers to include all documents that support the tenure and promotion processes (3rd year review, post-tenure review, salary review, and administrative review processes, etc.)
Tactic C: Conduct a public-space audit to document the range, focus, quality, and quantity of media that address diversity, equity, and inclusion.

Tactic D: Review departmental partnerships with K-20 institutions, other campus entities, community partners, and other entities, toward the goal of putting in place partnerships that align with university priorities and community needs.

Tactic E: Establish and monitor annual goals for purchasing and contracting with women, Black, Native, Latino, API, and other minority-owned suppliers, outside service-providers, and vendors.

Achievement Strategy: Democratize achievement by developing a meritocracy that values diversity, equity, and inclusion. Increase the percentage of underrepresented groups in each aspect of departmental, campus-wide, and professional measures of prestige and excellence.

Tactic A: Provide faculty and staff with enrichment opportunities that enhance UO’s academic reputation and individual professional development.

Tactic B: Increase undergraduate and graduate student participation in global learning, study abroad, leadership experiences, scholarships, professional development opportunities, inclusive teaching practices, and significant awards.

Tactic C: Provide undergraduate and graduate students with the social, academic, and/or financial support necessary to achieve at the highest levels.

Tactic D: Enhance existing pipeline programs to strengthen the academic preparation of local high school and community college students and support undergraduate students for success at the University of Oregon.

Tactic E: Increase the number, quality, and prominence of awards for diversity-related research, teaching, and community engagement, for exemplary work of faculty.

Leadership Strategy: Put into practice effective leadership with respect to diversity, equity, and inclusion.

Tactic A: Engage college and regional development officers in opportunities to raise money in support of philanthropy for equity, inclusion and diversity; Encourage volunteers to support diversity-related philanthropy.

Tactic B: Establish and implement an active-recruitment hiring plan for underrepresented staff and faculty in each unit that relies on best practices.

Tactic C: Build evaluations of interpersonal and cultural agility into hiring, professional development, evaluation, and advancement mechanisms for supervisors, heads, deans, and senior leadership.

Tactic D: Develop mentoring programs for faculty and staff in departments, schools, and colleges through a university-wide network of training and support.

Tactic E: Share effective strategies and policies with campus colleges, schools, or units so that units successful in specific diversity-related practices can mentor and train other UO departments in best practices.