## Diversity Action Plan Implementation: Working Groups

<table>
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<th>Working Group <strong>selected from tactics found in unit-level DAP tactics</strong></th>
<th>Charge for Working Group</th>
<th>What are potential opportunities for collaboration across campus? <strong>To be completed by working group</strong></th>
<th>What resources may be needed to implement this tactic? <strong>To be completed by working group</strong></th>
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| Implicit Bias Professional Development | Working group to:  
- 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 | | SEE FOOTER |
| Climate Survey Development and Analytics | Working group should first and foremost identify the goal of climate surveys (both centrally and locally) and would address specific questions and next steps. For example:  
- What questions are appropriate and useful?  
- What happens once you collect 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.  
- 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.  
- Where memberships or payment is required to access these, HR analyzes whether it is cost effective to cover such memberships or payment centrally | | |

**NOTE:** Nothing in this grid is meant to imply availability of resources (financial or otherwise) to complete each action item. Resource needs must be analyzed, evaluated in the context of overall university budget issues, and appropriately prioritized.
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<td>Professional Development Pilot Projects</td>
<td>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)</td>
<td></td>
<td>SEE FOOTER</td>
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<td>Leadership Succession Planning</td>
<td>Working group to identify leadership succession focus  - Include on agenda at ALT or Deans Council</td>
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<td>Evaluate Existing Workshops, Professional Development Programs / Gap Analysis</td>
<td>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</td>
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<td>Onboarding and Training for New Employees &amp; New Supervisors</td>
<td>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</td>
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