Building a Resilient Campus: DAP Implementation and Facilitating IDEAL

November 15, 2017
A presentation to the University of Oregon Senate
Yvette Alex-Assensoh, Lesley-Anne Pittard,
Vickie DeRose and Angela Wilhelms
Diversity Action Plan (DAP) Process

President & Provost call for units to submit draft Diversity Action Plans in 90-days

DEI hosts a workshop to provide an overview of the process for completing DAPs

Units engage with their communities to prepare their draft plans

Units meet with review teams and DEI leadership

Thirty-five draft plans are submitted to DEI and undergo three levels of review

Units engage with their communities to revise and refine their plans

Revised plans are submitted to DEI and posted on the DEI website
DAP Review

Three levels of review: DEI, Review Team, final review by Yvette in partnership with Angela and/or Karen

Submitted academic DAPs fell into one of three categories:

• **nearly ready for implementation** (a completed template offering realistic proposals, best practices, specific details, measurable tactic, solid evaluation plans, and identifying necessary resources)

• **promising but needing refinement and elaboration** (a nearly complete template with realistic proposals that need more development and detail)

• **requiring guidance and support** (an incomplete template or a plan that would benefit from more discussion and detail)
Current State

Units were divided into three review groups: academic, administrative, and joint-review

- Academic DAPs were reviewed by the Academic Review Team
- Administrative DAPs were reviewed by the Administrative Review Team
- Joint-review DAPs were reviewed by both the Academic and Administrative review teams. Units receiving joint review were: Information Services, Knight Campus, and the Office of International Affairs

Revised administrative DAPs were due September 16, 2017
- To date, 7 of 10 have been received

Revised academic DAPs are due December 1, 2017
- To date, 2 of 22 have been received

Revised joint-review DAPs are due December 1, 2017
- To date, 2 of 3 have been received
Resources for Units

• Drop in DAP consultation, Fridays 9-11 a.m., CoDaC office (runs October 6 – November 30)
• 1:1 or group consultations with Lesley-Anne Pittard, Vickie DeRose or Yvette Alex-Assensoh
• DEI website: inclusion.uoregon.edu
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<td>Implicit Bias Professional Development</td>
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What’s Next?

- Working groups will meet twice per term with the goal of having their work completed by the end of this academic year.
- Units will be invited to highlight their DAPs at the Showcase Oregon event.
Thank You!