



UNIVERSITY OF  
OREGON

# Building a Resilient Campus: DAP Implementation and Facilitating IDEAL

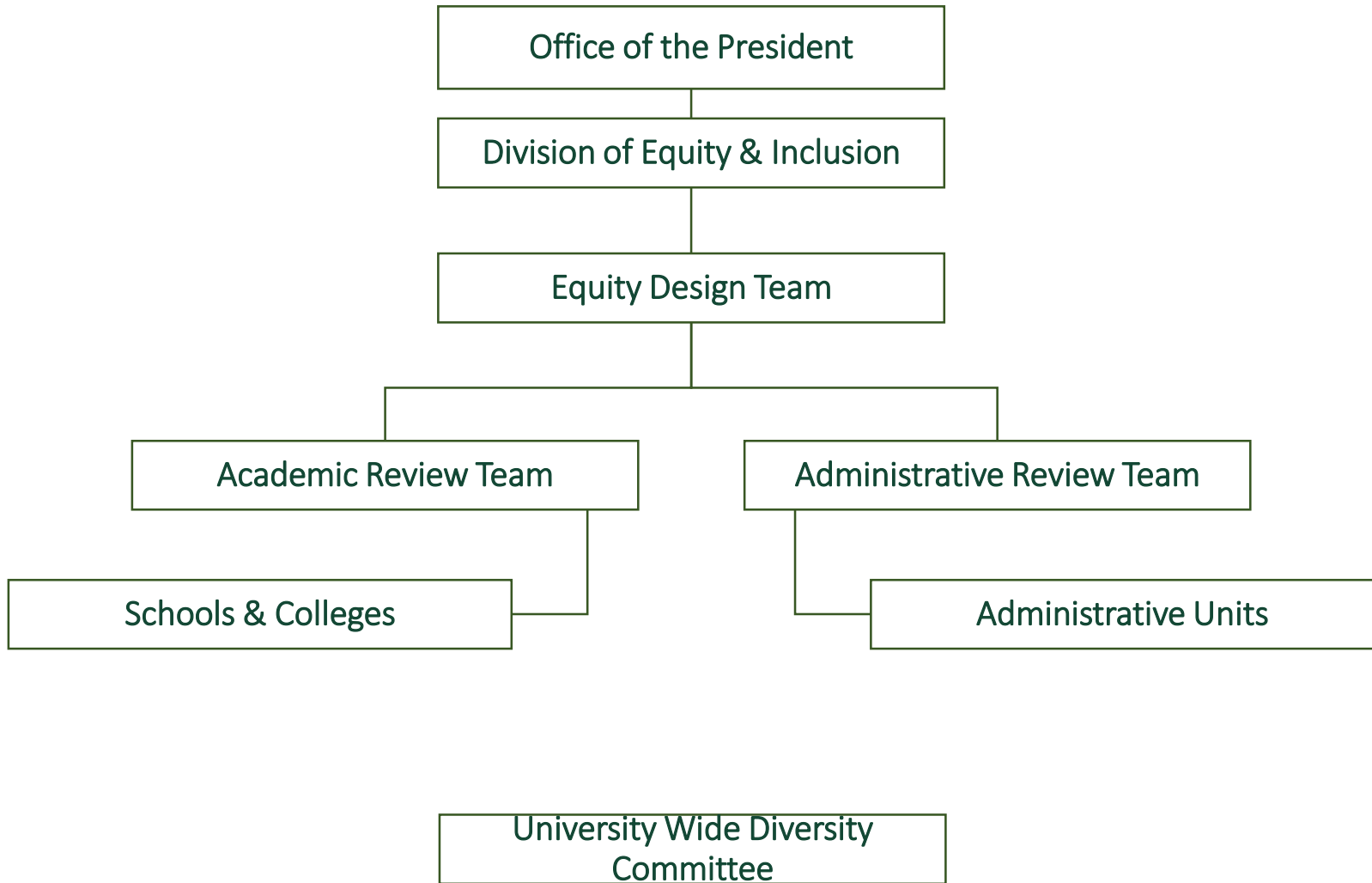
November 15, 2017

A presentation to the University of Oregon Senate

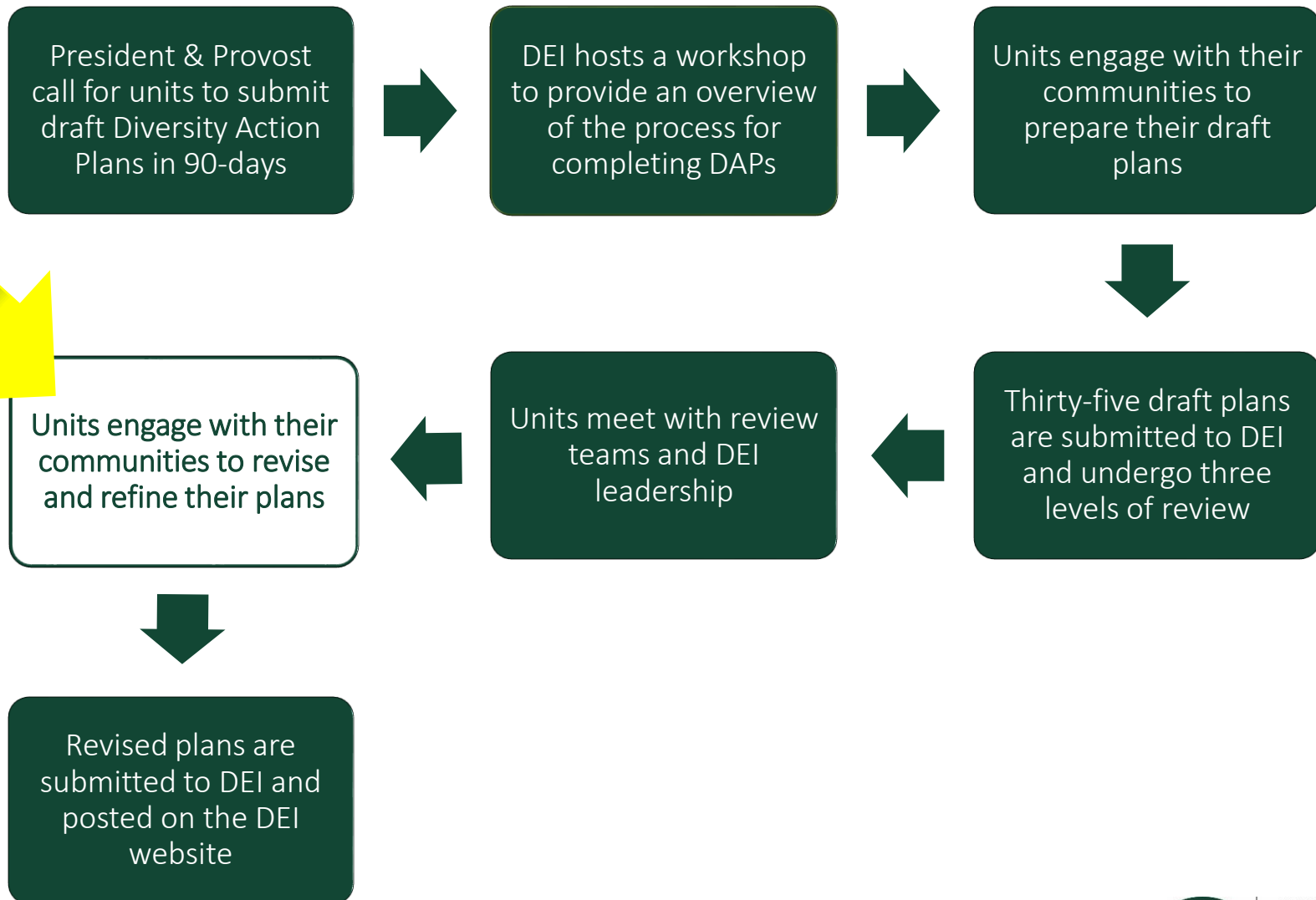
Yvette Alex-Assensoh, Lesley-Anne Pittard,

Vickie DeRose and Angela Wilhelms

# Diversity Action Plan (DAP) Leadership



# Diversity Action Plan (DAP) Process



# 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](https://inclusion.uoregon.edu)

# DAP Implementation Working Groups

Implicit Bias  
Professional  
Development

Climate Survey  
Development  
and Analytics

Recruiting  
Processes,  
Outlets and  
Retention Tools

Professional  
Development  
Pilot Projects

Leadership  
Succession  
Planning

Onboarding for  
New Employees  
and New  
Supervisors

Evaluating Existing Workshops and  
Professional Development  
Programs/Gap Analyses

# 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.





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Thank You!