

DIVISION OF INFORMATION TECHNOLOGY

3 PILLARS OF INCLUSIVE EXCELLENCE

WORKING TOWARDS DIVISION-WIDE EXCELLENCE

INCLUSIVE EXCELLENCE

- Continue to offer DEI resources for inclusive language, gender decoder, and more
- Make progress towards eliminating the gender gap
- Maintain division-wide transparency
- Continue to advance ubiquitous communication within IT and across the University

PROFESSIONAL DEVELOPMENT

- Mandate cultural competency training
- Host diversity workshops
- Encourage staff to attend campus DEI Workshops

ASSESSMENT FOR THE FUTURE

- Climate Survey on assessment within the division
 - Identify and implement engagement strategies
- Inclusive Customer Service Survey
- Utilize DEI Rubric for all recruitments

SPEAKER SERIES ONCE A YEAR

2021- 2022 ACTION PLAN

- Implement procedures to eliminate gender bias during recruitments e.g., by removing applicant names from resumes
- Collaborate with Women in Computer Science and Engineering (WiCSE) campus organization to offer women in technology workshops and events
- Enhance the IT Connects program to continue to foster an inclusive environment
- Mandate gender and pronoun-use training to Division of IT
- Create and promote a DEI track at TechDay event
- Continue to incorporate DEI training into divisional on-boarding process for new employees
- Plan and host fun and inclusive team building activities

VISION FOR EMBRACING DIVERSITY:

As a technology leader, serving a campus of over 60,000 diverse students, faculty, and staff we value and advocate for inclusive practices and education. Our three pillars exemplify our efforts in providing staff with the tools to reflect inclusive excellence. This roadmap is intended to guide our efforts to ensure that the key components of our DEI Plan align with divisional strategies and goals.

ADVOCACY: In the Division of Information Technology, we advocate DEI practices by:

- Continue to ensure search committees are diverse and inclusive in their demographic characteristics as well as in their expertise
- Continue to advertise on diverse and inclusive job boards as well as in publications aimed at women
- Continue to mandate Cultural Competency 101 Training for new employees
- Continue to bring awareness to our use inclusive language to bring everyone into the group and exclude no one
- Continue to participate in educational programing led by HRDI
- Continue to commit to Educause DEI along with other system-wide CIOs
 - o www.educause.edu/about/cio-commitment
- Continue to monitor and evaluate diversity goals and achievement to improve our practices in managing DEI

CORE VALUES: Diversity, Equity and Inclusion is at the core of who we are, as highlighted in Goal 3 of the IT Strategic Plan. We recognize and celebrate the diversity amongst us. Goal 3 objectives include:

1. Examine the existing IT climate to identify and implement engagement strategies.
2. Broaden the current professional development program.
3. Establish workplace transparency across the Division.
4. Advance ubiquitous communication within IT and across the University.