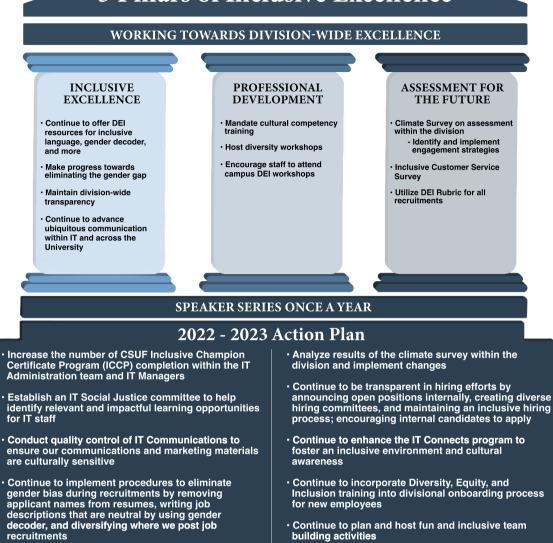


DIVISION OF INFORMATION TECHNOLOGY **3 Pillars of Inclusive Excellence**



VISION FOR EMBRACING DIVERSITY:

recruitments

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 demo graphic characteristics as well and 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 https://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.