

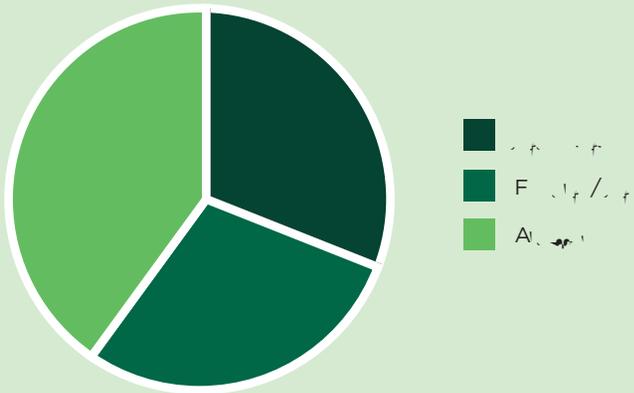
PANEL

E... A...
 A... C. B...
 L... B...
 ... B...
 K... J...
 M... D. J...

C... K...
 ... J... K...
 A...
 K...
 Q...

6 LISTENING SESSIONS

TESTIMONIES



10 RECOMMENDATIONS

1.

Increasing faculty diversity through cluster hires plus support and mentoring

A... B... C... (BIPOC)...
 ... 10...
 N... A... () B... (3)
 L... () ... A.../P...
 I... (1)...
 C... (C)
 G...
 A... C...

2.

Racial incidents: streamlining responses

A... B... C...
 D... E... F... G...
 H... I... J... K...
 L... M... N... O...
 P... Q... R... S...
 T... U... V... W...
 X... Y... Z...

10 RECOMMENDATIONS

3.



Review/change Pluralism track in General Education

Review the Pluralism track in General Education to ensure it is inclusive and representative of BIPOC, LGBTQ, and other marginalized groups. Consider revising the track to include more diverse perspectives and experiences.

4.



Diversifying the University Police Department

Implement a recruitment and hiring process for the University Police Department that prioritizes diversity and inclusion. Consider outreach to BIPOC communities and organizations to attract a more diverse pool of applicants.

5.



Colleges, schools, departments and programs must be held accountable for diversifying staff, faculty and students

Establish clear metrics and accountability mechanisms for diversifying staff, faculty, and students across all levels of the institution. Regularly assess progress and hold departments and programs responsible for meeting these goals.

6.



Addressing "invisible labor" of BIPOC faculty and staff

Recognize and address the "invisible labor" of BIPOC faculty and staff, including their roles in diversity and inclusion efforts. Provide support and resources to ensure their work is valued and compensated appropriately.

10 RECOMMENDATIONS

7.



Recruitment and retention/promotion of BIPOC sta

1. Develop a recruitment strategy that includes BIPOC sta

2. Implement a retention/promotion strategy that includes BIPOC sta

3. Create a mentorship program for BIPOC sta

4. Provide professional development opportunities for BIPOC sta

5. Establish a committee to monitor and report on the progress of these initiatives

8.



Providing temporary off-campus housing and formalizing onboarding process for faculty and sta

1. Provide temporary off-campus housing for BIPOC faculty and sta

2. Formalize the onboarding process for BIPOC faculty and sta

3. Create a mentorship program for BIPOC faculty and sta

4. Provide professional development opportunities for BIPOC faculty and sta

5. Establish a committee to monitor and report on the progress of these initiatives

9.



BIPOC representation in senior leadership and oversight of institution

1. Increase BIPOC representation in senior leadership

2. Establish a committee to oversee the institution's progress on BIPOC representation

3. Create a mentorship program for BIPOC senior leaders

4. Provide professional development opportunities for BIPOC senior leaders

5. Establish a committee to monitor and report on the progress of these initiatives

10.



Strengthening academic and social support system for BIPOC students

1. Strengthen the academic support system for BIPOC students

2. Strengthen the social support system for BIPOC students

3. Create a mentorship program for BIPOC students

4. Provide professional development opportunities for BIPOC students

5. Establish a committee to monitor and report on the progress of these initiatives