

DIVERSITY, INCLUSION & ACCESS

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DI&A 2020-2025: A shared services/consultancy model

Diversity, Inclusion & Access at Mines will take up a shared services/consultancy model broken into three areas: DI&A-led initiatives, collaborative programming and support services. Each area helps drive Mines DI&A priorities and aligns with the DI&A strategic plan.

Mines has committed to investing the following resources: 1 rotating 50 percent administrative leadership/Presidential Fellow; 1 rotating 25 percent DI&A Fellow; 1.5 FTE staff support; annual operating budget; DI&A Council and DI&A ambassadors. Ambassadors are faculty, staff and students who, through an application, training and certification process, can be scheduled to deliver DI&A workshops and learning opportunities.

DI&A-led Initiatives

- **Campus reporting on DI&A strategic plan:** Coordinates implementation plans and campus-wide reporting on progress toward Mines DI&A goals, while facilitating campus deep-dive into climate change.
- **Promoting a sense of shared responsibility:** Cultivate allies, certify champions, institutionalize shared responsibility (activities include performance planning, advocates and allies, promotion and tenure, DI&A ambassadors).
- **Fostering dialogue & Learning:** Support learning and cultivate allies (activities include DI&A Council, symposia, food trucks, speakers, inclusion icebreakers, book clubs and more).
- **Representing Mines:** Promote on national, regional and local levels and in professional organizations.
- **Securing external funding:** Drive proposals that enhance institutional DI&A, support faculty-led proposals and work with the Mines Foundation.
- **Facilitating the Council:** Monthly meetings with department and unit representatives. Elevate campus diversity programming and initiatives.

Collaborative Programming

DI&A will collaborate with departments and units across campus to support the following:

- Hiring
- Campus climate
- Inclusive classrooms
- Accessibility
- Mines Community Alliances
- Mines-wide Mentoring Program
- Professional societies
- DI&A Communities of Scholars
- DI&A in performance plans and evaluations
- K-14 recruitment

Support Services

- **Facilitate data requests:** Support the campus climate survey, analysis and action plan; supporting department, unit and faculty requests for data.
- **Expert consultation:** Provide expertise and guidance to the community on DI&A (e.g. Communications, Foundation, departments, units, PIs, exit interviews with Human Resources).
- **Support for individuals:** Provide support and services for diverse community members (e.g. Mines Community Alliances, Communities of Scholars).
- **Support for implementation plans:** Assist departments and units with resources, trainings and workshops to help meet individual implementation plan goals.
- **Assistance with programming, grants and awards:** Financially support diversity initiatives and recognize individuals and groups who actively promotes inclusive excellence and contributes to and enhances the campus climate through a sustained commitment to improve opportunities for the diverse communities we serve.



DI&A Council purpose and structure

The DI&A Council's purpose is to promote a sense of shared responsibility, foster dialogue, facilitate collaboration (while minimizing duplication), reduce siloed efforts, support unit implementation (while sharing best practices), provide feedback to leadership, review and evaluate progress toward the DI&A strategic plan and to support and amplify campus-wide DI&A programming.

Council (holds monthly meetings)

- One representative from each department, unit, and major student leadership (e.g., Graduate Student Government, Undergraduate Student Government, Greek Life)
- Units with parallel DI&A missions
- Key partners, executive champions
- External Advisory Boards (alumni & corporate partners)

Units with parallel DI&A mission

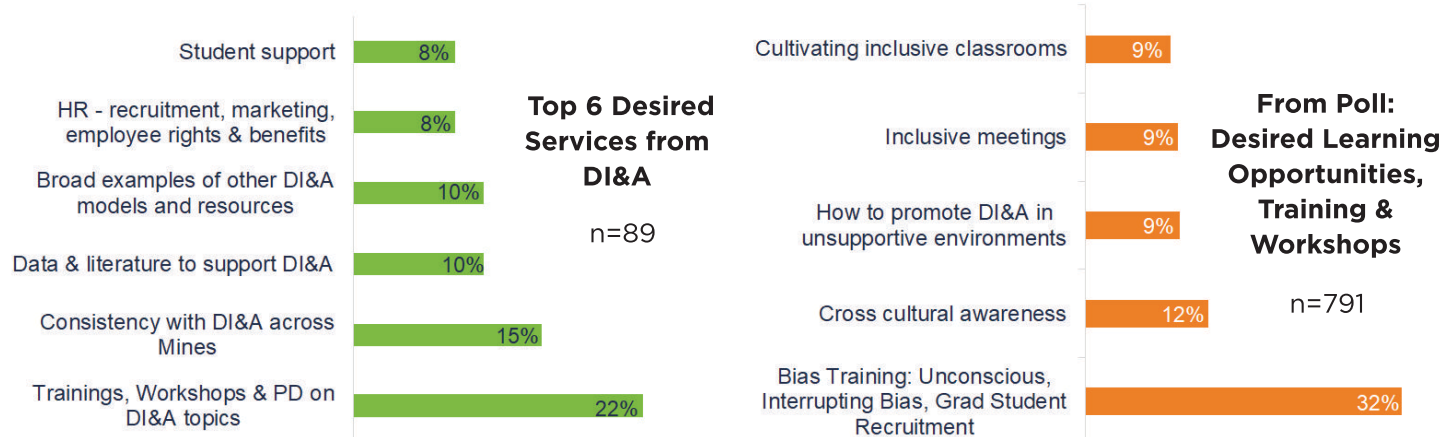
- WISEM
- MEP
- Mines Veterans Alliance
- Transfer Students
- Disability Support Services
- Trefny Center
- K-14 Center
- Wellness Center
- Campus Life and Student Success
- Mines Foundation
- Admissions
- Human Resources
- Faculty Senate
- Academic programs

DI&A Key Partners

- Human Resources
- Student Life
- Chief of Staff
- Provost
- Enrollment Management

Town hall feedback - February 2020

As part of Mines commitment to fostering dialogue and promoting shared responsibility for DI&A we host community town halls annually. The charts below reflect feedback from the Mines community on desired DI&A services, training and workshops. This proposal for DI&A at Mines was received positively by the Mines community.



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Support Services ♦ **Programming** ♦ **Community Engagement** ♦