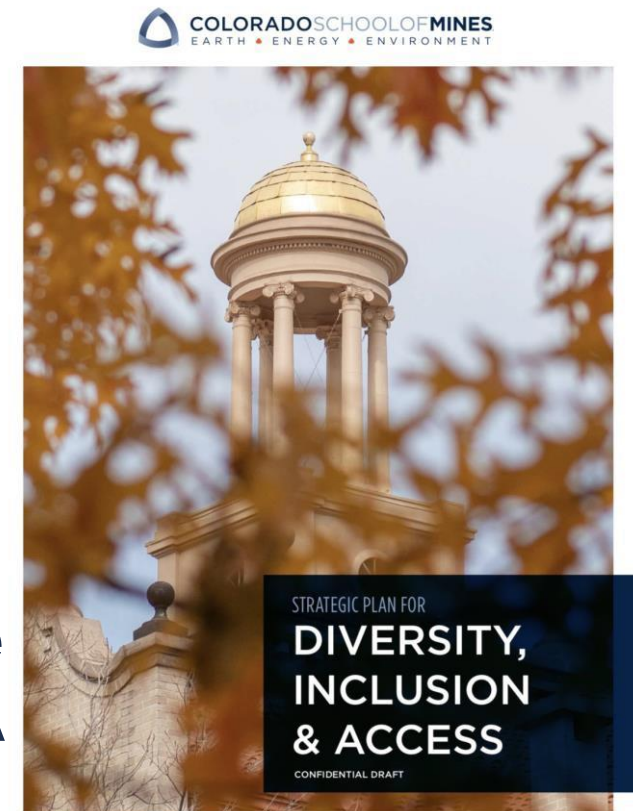


1-year Strategic Plan Anniversary

Goals:

- Attract, retain, graduate & promote students, faculty, staff
- Cultivate an inclusive campus culture
- Inspire shared responsibility for DI&A



From the Poll:

What does DI&A at Mines mean to you (1-2 words)?





DIVERSITY, INCLUSION & ACCESS



DI&A GOALS

1

Attract, retain and graduate a thriving and diverse student body.

2

Attract, retain, develop and promote a thriving and diverse employee community.

3

Cultivate a campus culture that promotes and celebrates inclusion and achievement.

4

Inspire shared responsibility, participation and accountability for DI&A efforts across the Mines community.

PRIORITY FOCUS AREAS



CROSS-CUTTING THEMES

**BUILD ON
BEST PRACTICE**

**CONTINUOUS
IMPROVEMENT**

**MEASURE PROGRESS
& CELEBRATE SUCCESS**

**SIGNATURE
PROGRAMMING**

**27
SMART
Recommendations**

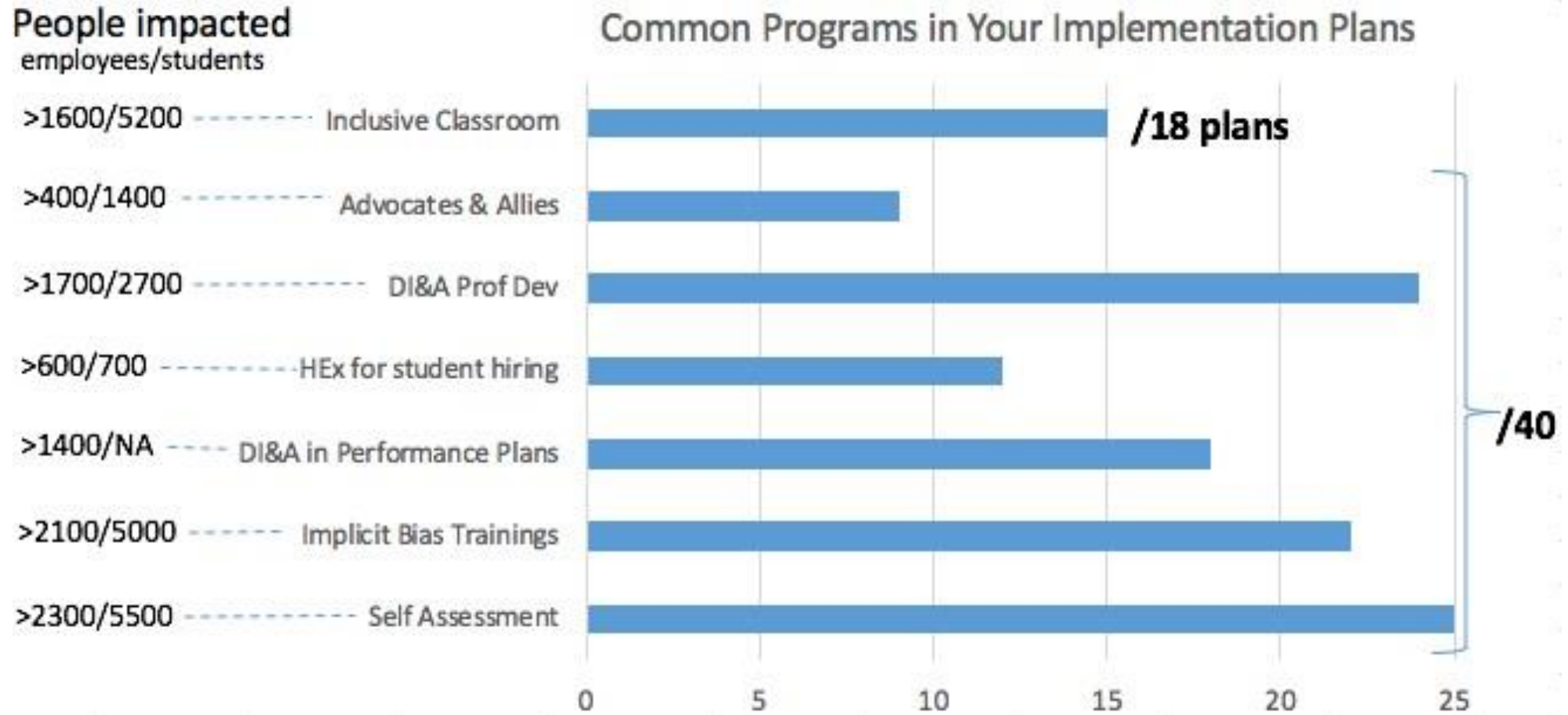


40 Unit DI&A Implementation Plans

What are you doing?

Kudos to 3 voluntary plans:

- Grad Student Govt
- Legal Services
- WISEM



Proposal


a shared services, consultancy model



Why the need for continued and coordinated efforts?



INCLUSION ICEBREAKERS

Resources for facilitating discussions on DI&A

<https://www.mines.edu/diversity/>

(She's leading)

Origins of this proposal

- Fellow for DI&A, Council model 'contract' ends summer 2020
- DI&A Council 2017-18
- Two DI&A working groups in 2018
 - Made up of students, faculty, staff
- Called it the 'campus hub' for DI&A
- We propose: DI&A at Mines or **MINES DI&A** 

DI&A-led Initiatives **Support Services** **Collaborative Programming**

2020-2025: A shared services, consultancy model

DI&A will become an umbrella that brings together various units, offering DI&A services that do not exist on campus and driving implementation of the strategic plan.

Staff and Structure

- 1 rotating 50 percent administrative leadership Presidential Fellow
- 1 rotating 25 percent DI&A Fellow
- 1.5 FTE staff support
- Annual operating budget
- Council
- DI&A ambassadors



DI&A-led Initiatives

- Campus reporting on DI&A Strategic Plan
- Promoting shared responsibility
- Fostering dialogue & learning
- Representing Mines
- Securing external funding
- Facilitating the Council

Collaborative Programming

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

Support Services

- Expert consultation
- Facilitation of data requests
- Support for individuals
- Assistance with your programming, grants, and awards
- Support for implementation plans



**FOSTER
DIALOGUE**



DATA & METRICS



**CULTURE
OF INCLUSION**



**SHARED
RESPONSIBILITY**

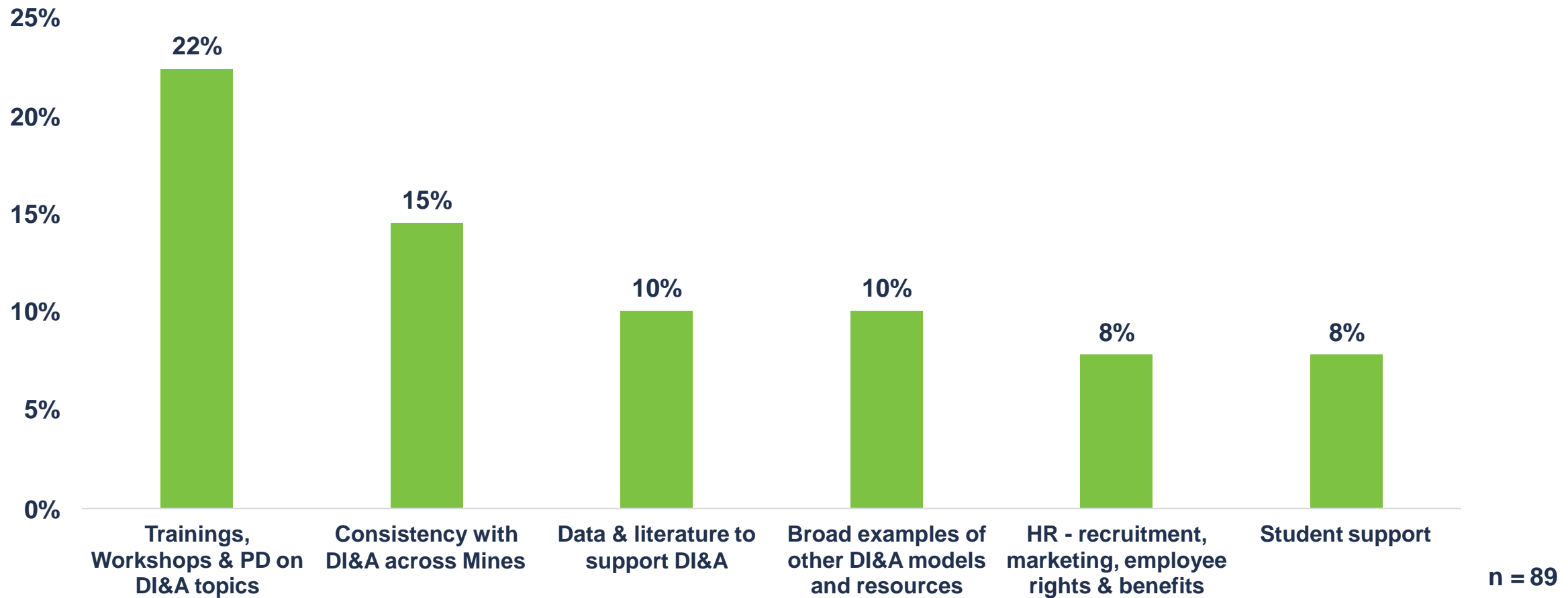


RETENTION

Support Services

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From the Poll: Top 6 Desired Services from DI&A at Mines





**REWARDS &
RECOGNITION**



**CULTURE
OF INCLUSION**



**SHARED
RESPONSIBILITY**



DATA & METRICS

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**FOSTER
DIALOGUE**



RECRUITMENT



RETENTION





REWARDS &
RECOGNITION



DATA & METRICS



SHARED
RESPONSIBILITY



FOSTER
DIALOGUE



CULTURE
OF INCLUSION

DI&A-led Initiatives

- Campus reporting on DI&A Strategic Plan
- Promoting a sense of shared responsibility
- Fostering dialogue & learning
- Representing Mines
- Securing external funding
- Facilitating the Council



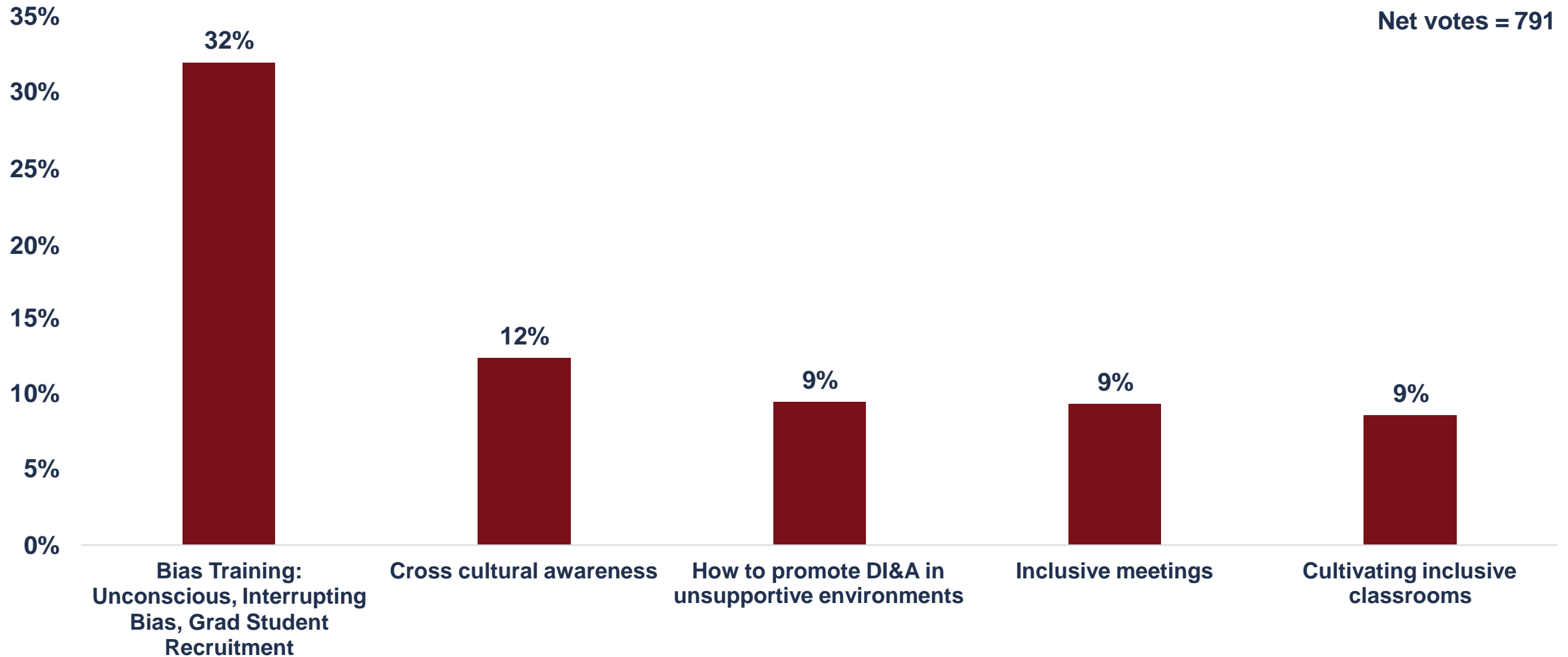
- Institutionalize shared responsibility (e.g. in performance planning, P&T, implementation plans)
- Facilitate learning opportunities,
- Cultivate allies,
- Certificates for DI&A ambassadors,

DI&A Ambassadors

- Train the trainers model: to provide workshops and timely learning experiences at campus request (i.e. request a workshop, DI&A comes to you)
- Micro-certifications
 - paid for training time, champions paid for giving workshops
- Build our bench of experts
- Meet growing demand on campus



From the Poll: Desired Learning Opportunities, Trainings & Workshops



Council purpose: promotes collaboration, sharing of best practices, and shared responsibility; fosters dialogue and learning across campus; provides feedback to leadership; supports, reviews and evaluates our progress toward DI&A Strategic Plan goals

Council members:

- 1 representative from each department, unit, major student leadership (e.g., GSG, USG, Greek Life)
- Key Partners in Leadership
 - Human Resources
 - Enrollment Management
 - Provost
 - Chief of Staff
 - Student Life
- External Advisory Boards
 - corporate and alumni partners
- Units with parallel DI&A missions
 - Women in Science, Engineering & Mathematics
 - Multicultural Engineering Program
 - Mines Veterans Alliance
 - Transfer Student Support
 - Disability Support Services
 - Trefny Center
 - Wellness Center
 - Campus Life and Student Success
 - Mines Foundation
 - Admissions
 - Human Resources
 - Faculty Senate
 - Academic programs

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AWARDS & GRANTS

Community grants: apply now!
DI&A award: nominations due April 1

<https://www.mines.edu/diversity/>

Join a Mines Community Alliance now!

Chair(s)



Executive Sponsor



BLACK MCA

LATINX MCA

LGBTQ MCA

WOMEN MCA

SHAM TZEGAI

KYLE CASTRO

HEATHER HAMILTON

SEBNEM DUZGUN

ANNE STARK WALKER

STEFANIE TOMPKINS

MARTIN HECK

ANNETTE PILKINGTON

DAN FOX

RICK HOLZ

DI&A-led Initiatives

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