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
- Foster Dialogue
- Recruitment
- Retention
- Data & Metrics

27 SMART Recommendations

CROSS-CUTTING THEMES
- Build on Best Practice
- Continuous Improvement
- Measure Progress & Celebrate Success
- Signature Programming
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?
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
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

mines.edu/diversity
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
**Support Services**

- Expert consultation
- Facilitation of data requests
- Support for individuals
- Assistance with your programming, grants, and awards
- Support for implementation plans
From the Poll:
Top 6 Desired Services from DI&A at Mines

1. Trainings, Workshops & PD on DI&A topics (22%)
2. Consistency with DI&A across Mines (15%)
3. Data & literature to support DI&A (10%)
4. Broad examples of other DI&A models and resources (10%)
5. HR - recruitment, marketing, employee rights & benefits (8%)
6. Student support (8%)

n = 89
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
• 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

- **Bias Training:** Unconscious, Interrupting Bias, Grad Student Recruitment: 32%
- **Cross cultural awareness:** 12%
- **How to promote DI&A in unsupportive environments:** 9%
- **Inclusive meetings:** 9%
- **Cultivating inclusive classrooms:** 9%

Net votes = 791
### 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 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
  - Provost
  - Student Life
  - Enrollment Management
  - Chief of Staff

### 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
Mines DI&A 2020-2025

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

https://www.mines.edu/diversity/
Join a Mines Community Alliance now!

Chair(s)

BLACK MCA
SHAM TZEGAI
ANNE STARK WALKER

LATINX MCA
KYLE CASTRO
STEFANIE TOMPKINS

LGBTQ MCA
HEATHER HAMILTON
MARTIN HECK
DAN FOX

WOMEN MCA
SEBNEM DUZGUN
ANNETTE PILKINGTON
RICK HOLZ
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