

DI&A: A Shared Services Consultancy Model

Mines DI&A-led initiatives

- Campus reporting on strategic plan
- Data collection and analysis
- Facilitate Mines DI&A Council
- Foster dialogue and learning
- Promote shared responsibility
- Represent Mines
- Secure external funding

Collaborative programming

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

Support services

- Ad hoc data requests
- Assistance with grants, programming and awards
- Expert consultation
- Support for individual Implementation plans

Foster dialogue: Ongoing and future activities

- Expand the #OrediggersForEquity campaign to increase participation and reach throughout the Mines community
- Continue collaborating with Mines' Communications and Marketing team to deliver timely DI&A-related communications to campus
- Grow the number of Fostering Dialogue activities by other units across campus
- Cultivate DI&A champions across all Mines community members to reinforce the shared services consultancy model



REWARDS AND RECOGNITION

As shared responsibility is central to Mines DI&A activities, it is important to reward and recognize those who find ways to support DI&A across campus and contribute to its success. Formal recognition validates the work and encourages sustained efforts.

DI&A Strategic Plan Recommendation

Form Mines DI&A community grants program to encourage and reward grassroots activities

Established in 2019, community grants are awarded based on alignment with the DI&A Strategic Plan, number of campus community members impacted and contribution to campus inclusion. Proposals are accepted⁴² on a rolling basis and must be submitted no later than four weeks before funding is needed.

To date, three proposals were submitted, and one was awarded. The Department of Geology and Geological Engineering received \$500 to host Dr. Jane Willenbring

who give three talks during a visit to Mines in February 2019. Dr. Willenbring is credited with bringing national attention to the #MeToo movement in academia with a 2016 Title IX complaint against her graduate school adviser. These events increased awareness of harassment and discrimination which affect the success of women and those underrepresented in STEM.

⁴² mines.edu/diversity/awards-grants/

