

Vision

Create a culture of belonging for all at the College of Engineering

Aims

- 1. Improve the culture and climate experience of students and employees
- 2. Improve the gender, racial/ethnic, and other diversity of students and employees
- 3. Ensure equity in policies, practices, and workloads across the college

Goals and initiatives

Develop

Build and offer professional development programming that supports a culture of inclusive excellence

- Establish inclusive excellence Dean's Fellowship
- Develop and launch inclusive excellence workshop series
- Create inclusive excellence online portal
- Provide consulting services
- Offer learning communities and affinity groups
- Leverage existing campus level programs

Recruit

Expand existing outreach programs and develop new ones to improve the gender, racial/ethnic, and other diversity of students and employees

- Redesign pre-college engineering summer program to increase admissions
- Improve yield of admitted undergraduate students
- · Focus on prioritized geography
- · Enable cohort visits
- Expand graduate student outreach and service capabilities
- · Build out future faculty workshop
- Implement hiring best practices across departments and units

Retain

Create and strengthen programming that supports the development of a strong sense of belonging for all members of the College of Engineering community

- Leverage climate and inclusivity measurement tools to identify opportunities and communicate progress
- Drive awareness of learning communities and affinity groups
- Build key program participation numbers
- Communicate and celebrate highlights across our communities

Establish Foundation

- Build an administrative infrastructure that effectively and sustainably advances all efforts
- · Create and sustain a culture of assessment and evaluation of all inclusion, equity, diversity, and belonging initiatives
- · Develop a robust framework in which all students and employees are comfortable in reporting incidents