

# DAIP Subcommittee Progress Report

May 2019

**Subcommittee/Objective Name:** Objective 2: Provide a Framework for Managing and Advocating Diversity

Academic Year 2018-2019 Information

*Members:*

Sara Childress (co-chair)

Ben Morton (co-chair)

Tania Rowe

Amy Snyder

Bridget Coffou

Megan Wilbur

Sigrid Brudie

NCBI representative

*Goals set for the year:*

Develop recommendations related to the ways in which diversity/access efforts on campus could be integrated and communicated across the UAA campus. [State of the University on Diversity & Inclusion]

- Update campus community on status of CDO position
- Reorganization of the DAC and creation of subcommittees
- NCBI training opportunities
- Progress on the DIAP

*Summary of progress to goals:*

TBD based on CDO search.

*Challenges identified:*

- Communication across campus as well as buy-in to take on new initiatives in the current climate.
- Resistance to change and/or new approaches to institutional mission related to diversity and inclusion.

*Other outcomes/information/questions the committee work raised:*

- Review of Tenure and Promotion policy  
Identify ways in which diversity and inclusion work could be included in T&P process

Participation in, or engagement with, diversity/inclusion events as part of the annual evaluation process

*Any recommendations regarding the objective, or the DAIP process itself?*

Not identified.

Academic Year 2019-2020 Information

*Proposed Goals*

Identify strategies to enhance cross-campus collaboration related to diversity and inclusion efforts.

- Onboarding new employees
- Enhance New Employee Welcome to include university values/mission (including diversity work)
- Enhanced programming efforts and communication of events
- Development of DAC organizational structure/systems
  - Ensure DAC functions in a manner consistent with the recommendations of the DIAP
  - Engagement/collaboration with Chief Diversity Officer
- Engage Chief Diversity Officer and AVC for Native Students & Diversity in ongoing collaboration related to the work of the subcommittee.
  - Identify and seek to resolve inefficiencies in current university structures supporting diversity/inclusion
- Identify overlap or synergy with other subcommittee's proposed work for 2019/2020.

*What would you like the new incoming Chief Diversity Officer to know about the DAIP?*

We would like the CDO to know that there are many university faculty, staff and students that are very interested in moving the DIAP forward and that we hope to work closely with them to achieve this goal in the most effective and timely manner possible. Further, we are open to changing the form/structure of the goals or our approach to best serve the university.