

DIY DEI

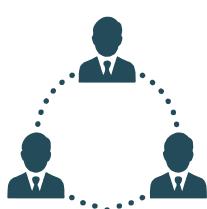
A RUBRIC FOR SELF ASSESSMENT AND SELF IMPROVEMENT



Student Experience

01

- Marketing materials
- Outreach to prospective students
- Admissions process
- Student body composition
- Approach to financial aid
- New student orientation
- Curriculum
- Support resources on campus



Human Resources

02

- Recruitment efforts
- Building a pipeline
- Faculty and staff composition
- Soliciting employee feedback
- Approach to promotions and raises
- Support services



Procurement

03

- Policies
- Organizational infrastructure
- Data infrastructure
- Programs and events
- Supplier relations
- Naming, tracking, and reporting metrics



Climate

04

- Grievance procedures for students
- Grievance procedures for employees
- Hate speech policy
- Approach to confronting and addressing past wrongs
- Approach to addressing unacceptable behavior
- Anti-racism and anti-sexism training
- Approach to allowing space for dissent
- Approach to campus and local police



Governance

05

- Composition of senior leadership
- Composition of governance board
- Building pipelines
- Putting DEI on the governance agenda
- Public statements by leadership on DEI issues
- Mechanisms for student voice



Community Relations

06

- Service to and engagement with surrounding neighborhood
- Investment in and connection to civic-serving organizations
- A welcoming campus
- Intersection points for campus and community
- Fulfilling institutional mission through community resource/service provision
- Exposure, education, and pathways for local students