DEI Action Plan
Grounded in Mission: 2020-2024

DEPAUL REAFFIRMS ITS COMMITMENT TO BE AN INCLUSIVE COMMUNITY THAT DRAWS ON DIVERSITY AS A SOURCE OF LEARNING AND UNDERSTANDING. It is our collective responsibility as faculty, staff, and students to support the DEI commitment, which is grounded in our core values as a Catholic and Vincentian institution. We believe that a diverse community is essential to preparing students to engage the complexity of the world today, and we commit to recruiting and retaining faculty and staff to reflect the rich, vibrant diversity of our student body. We will nurture an inclusive and welcoming community in which every member is empowered to express themselves fully and supported to realize their full potential. Together, we dedicate ourselves to engaging all students, faculty, and staff more deeply in the life of the university to improve their sense of belonging and their overall experience at DePaul."

Strategic Plan 2024	Book Club Recommendations	Actions	Status/ Unit Responsible
2.1 Create an inclusive and engaging experience for all students Coordinate student welcome programs to ensure all students receive a comprehensive introduction to the university. A. Establish a student academic convocation and enhance other university traditions. B. Strengthen programs that serve students of color, first-generation students, low-income students, and LGBTQIA+ students to broaden participation. C. Engage students in co-curricular activities. D. Establish funding to support academic program-based student groups and activities. E. Expand student-to-student and alumni-to-student mentoring programs.	1. Create a Land Acknowledgement to read at university events. 2. BUILD DEI mission and expectations into orientation programs. 3. Incorporate mandatory DEI Training. 4. Build mechanisms and structure to engage in Antiracism work. 5. Build DEI into Curriculum. 6. Work with Student and Academic Affairs to support BIPOC students. 7. Work with EM on Admissions and how students are admitted.	1. Working with Native students to create. Draft created. 2. Student Affairs is working of DEI as part of student online learning requirements. 3. Launch Student Build Program in January 2021. 4. Work with Student Affairs, OIDE, and Academic Affairs to create a diversity showcase. 5. Work with Liberal Arts Studies and TLC on DEI curriculum. 6. Launch HSI task force.	Complete: OIDE In progress: Student Affairs Complete: OIDE In progress:Academic Affairs In progress: Academic Affairs In progress: OIDE

F. Improve use of physical spaces and our website for building student and faculty community. G. Leverage university departments to strengthen community and enhance campus life.			In progress In progress
2.2 Commit to a respectful and inclusive workplace environment, welcoming of all staff and supportive of their career development, retention, and success A. Increase diversity within the ranks of administrative and management leadership. B. Promote and strengthen leadership, professional development, and diversity programs for staff. C. Provide (require) diversity training for staff hiring managers and unit leadership.	1. Audit Policies for equity. 2. Count DEI service work as part of staff evaluation. 3. Create a diversity pause every month. 4. Implement a diversity showcase. 5. Create a Land Acknowledgement to read at university events. 6. Incorporate mandatory DEI Training. 7. Build mechanisms and structure to engage in Antiracism work. 8. Partner with Staff Council for sponsorship of an annual or twice-yearly training/workshop specifically for staff.	1. AAP Policy & gender options process. 2. Create a proposal with Staff Council to HR. 3. Create programming allowing units to have a monthly conversation regarding antiracism. 4. Working with Native students, faculty, and staff to create draft. 5. Staff search training mandatory effective 1/2021. 6. Work with AP of DEI and PDAC on structure.	In progress and ongoing: OIDE HR, Staff Council OIDE created DEI labs: not complete In progress: OIDE In progress: HR In progress
2.3 Increase the diversity of DePaul's full-time and part-time faculty in each college and ensure an inclusive, welcoming community for all faculty. A. Implement diversity training for academic units, for personnel committees and unit leadership. B. Strengthen diversity training for full-time faculty search committees and develop diversity-supportive hiring	1. Count DEI service work as part of faculty tenure evaluation. 2. Change Faculty Handbook to underscore importance of DEI work 3. Audit policies for equity. 4. Create a diversity pause every month 5. Implement a diversity showcase.	1. Faculty 180 DEI tag rollout 2. Explore adding DEI language to Faculty Handbook. 3. Create programming allowing units to have a monthly conversation regarding antiracism.	In progress: Academic Affairs In progress: Academic Affairs and FC In progress: Colleges and Schools

processes for full-time and part-time faculty. C. Strengthen mentoring programs for faculty. D. Pilot a faculty recruitment and retention fund to support competitive offers that enhance a unit's diversity. E. Improve communication and engagement with adjunct faculty.	6. Create a Land Acknowledgement to read at university events. 7. Incorporate mandatory DEI Training. 8. Build mechanisms and structure to engage in Antiracism work. 9. Create tools for faculty to engage in difficult DEI conversations in the classroom. 10. Work to revise Teaching Evaluations to eliminate BIPOC and gender bias in student evaluations.	4. Working with Native students, faculty, and staff to create draft. 5. Expanding Faculty Search Training 6. FRIP Initiative 7. Presidential Fellows 8. Strengthen faculty exit interview process	Complete Complete: OIDE Complete: OIDE Complete In progress: Academic Affairs