Diversity, Equity, and Inclusion: Framework for Action

• Define
  o Be specific about what diversity, equity, and inclusion means within your organization and communicate it to all faculty, staff, and students.
  o Note behaviors that are expected.
• Assess
  o Honestly assess the culture and practices within the organization through the lens of equity and inclusion.
• Include policies, practices, outcomes, written materials, and perceptions.
• Communicate findings within the campus community.
  o Build in continuous assessment and improvement and understand that it is not a singular endeavor. Rather, it is an ongoing and essential part of the mission of the college.
• Educate
  o Provide education and training to faculty, staff, and students with regard to cultural competency, diversity, bias, equity, and inclusion.
  o Develop an understanding of how culture and bias impacts the organization and its practices.
  o Perpetuate learning and model positive change.
• Implement
  o Conduct policy reviews and revise language in accord with values.
  o Scrutinize operations and practices to ensure they align with diversity, equity, and inclusion principles.
• Ensure that all voices are represented and welcomed in academic and operational practices.
  o Be accountable to the principles and behaviors of inclusion and hold others accountable.