

## Diversity, Equity, and Inclusion: Framework for Action

- Define
  - Be specific about what diversity, equity, and inclusion means within your organization and communicate it to all faculty, staff, and students.
  - Note behaviors that are expected.
- Assess
  - 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.
  - 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
  - Provide education and training to faculty, staff, and students with regard to cultural competency, diversity, bias, equity, and inclusion.
  - Develop an understanding of how culture and bias impacts the organization and its practices.
  - Perpetuate learning and model positive change.
- Implement
  - Conduct policy reviews and revise language in accord with values.
  - 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.
  - Be accountable to the principles and behaviors of inclusion and hold others accountable.