CPE DEI Accountability Matrix

INSTITUTIONAL COMMITMENT

RESEARCH, TEACHING, PUBLIC SERVICE

CLIMATE

PIPELINE, RECRUITMENT AND RETENTION

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| GOAL 1: Identify, attract and retain a diverse student body | GOAL 2: Identify, attract and retain diverse instructors and staff | GOAL 3: Advance a climate that fosters inclusive excellence | GOAL 4: Integrate diversity and inclusion in our research, teaching and public service activities | GOAL 5: Ensure accountability to diversity and inclusion efforts at CPE |
| Vision for Success:Our student body reflects the communities we serve. We know our students and their goals. | Vision for Success:Our staff, faculty reflect the communities we serve. | Vision for Success:Our climate is inclusive – all staff, faculty feel a sense of shared mission and belonging.  | Vision for Success:Our work – teaching, training, consulting, research – is conducted in alignment with UC Davis DEI principles.Our work returns benefits to the community. | Vision for Success:DEI goals are regularly measured, reported.Our leadership is diverse.All employees held accountable for advancing diversity goals. |

METRICS

* Diversity of CPE leadership
* Accountability metrics in DEI plan routinely reported, shared
* DEI training days, participation rates

METRICS

* Course/instructor ratings (add engagement or belonging to existing 2 standard measures?)
* Public service engagements
* DEI focused training with clients, community

METRICS

* Climate survey results

METRICS

* Diversity of staff, faculty
* Retention
* Promotions (reclassifications)

METRICS

* Diversity of students
* Credentials issued – total and by URM

2022 Actions:

All recruitment committees required to complete Implicit Bias training. HR to advise on hiring committee composition. All academic personnel recruitments to require diversity statement.

2022 Actions:

Set baseline measures; determine ongoing student data needs and implement data collection.

Brewery Scholarship

SEED Program (“I”)

Marketing to include DEI goals for students/prospective students in str plan

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2022 Actions:

Climate Survey scheduled for Mar/Apr

Encourage staff to engage in campus events

Other actions? (Sean)

2021 Actions:

All employees engaged in Diversity Consciousness training in 2021.

Accountability matrix developed.

Ongoing Committee Structure TBD

2022 Actions:

All instructors to take Principles of Community training as part of on-boarding.