

MD-ICCCR 2021 DEIAJ Action Plan

Midyear check-in - February 2022

Priority 1: Establish institutional accountability

Goal 1:

Incentivize and institutionalize DEIA work at the center

Actions/Milestones:

- DEIA summary included in the center's annual report every year, with manageable timelines for ongoing actions

Outcomes:

- MD-ICCCR Website 'About Us' page includes PDF of 2021 SMART DEIA Plan + Midyear updates

Priority 2: Education Program

Goal 1:

Audit + update all certificate program courses for DEIA inclusiveness

Actions/Milestones:

- A DEIA statement for all MD-ICCCR syllabi, on website and other public forums
- Clarify equitable policies related to grievances + assignments
- Collaborate with Research Associate to receive aggregated demographic information from CIA
- Ongoing DEIA audit + revision of all center courses

Outcomes:

- Distributed DEIA statement in April 2022 after an extensive drafting and review process with staff & faculty
- Completed grievance policy + shared with Faculty + students - May 2022
- During debrief of the CIA in all courses, survey results are provided in the aggregate based on gender, age, race + ethnicity
- 'Negotiation' in process and complete by Fall 2022; 'Mediation' in process and to be completed by Spring 2023

Goal 2:

Enhance instructors knowledge and ability to address DEIA elements and concerns within their course

Actions/Milestones:

- Build out the CMOD course to reach both academic + non-academic audiences
- Adapt the model to create public workshops, both in-person + online
- Create 3 workshops: Introduction to model: Model + Case Study: Optimal Tension

Outcomes:

- 2 of the 3 workshops created and ready to be delivered

Priority 3: Staff Development + Hiring

Goal 1:

Expand representation of demographically diverse faculty, staff + students within the MD-ICCCR

Actions/Milestones:

- Expand recruitment outreach across TC + CU departments, including student groups/ affinity groups + CU Global Centers for Workstudy + Internship positions
- Incorporate questions related to DEIA practices into recruitment interviews
- Encourage + incentivize staff to use their professional development funds for DEIA-focused workshops/ learning modules

Outcomes:

- All staff, Workstudy and internship job postings include center's diversity statement
- Questions related to DEIA expertise, practice and focus incorporated into interviews
- Opportunities for professional development related to DEIA regularly shared with staff, to be paid for with annual PD stipends from MD-ICCCR

Priority 4: Funding

Goal 1:

Secure new clients for CMOD/DEIA consulting work

Actions/Milestones:

- Include 'Services' w/ DEIA Consulting on our website + announce on social media
- Provide a 'train the trainer' workshop for new DEIA facilitators to understand the model + provide payment for this

Outcomes:

- Services included on 'Practice' page of MD-ICCCR website
- Planned CMOD workshop for DEIAJ consulting team

Goal 2:

Ensure inclusion and accessibility is woven into every facet of internal + external partnerships + contracts

Actions/Milestones:

- A signed contract to provide the pilot Advanced Lab in CIQ with all pieces in place: facilitators, materials, logistics set for each module, etc.
- Ensure sliding-scale payments are possible for under-resourced folks

Outcomes:

- Pilot set for June 2022 + January 2023 with a low, subsidized fee per participant
- Ongoing: will incorporate payment scale into future iterations

Goal 3:

Find + secure funding for specific DEIA projects, to support DEIA education for staff + to support marginalized students

Actions/Milestones:

- Use research funds to pay under-resourced research assistants

Outcomes:

- Fellowships provided to doctoral students from marginalized backgrounds
- Research funds are being sourced to provide funding to research assistants

Priority 5: Research**Goal 1:**

Expand reach, accessibility and inclusivity of research projects

Actions/Milestones:

- Resonance Project: explore application with different groups, ie the Movement for Black Lives, One Million Truths
- Review demographic information questions for surveys, assessments, applications to ensure inclusivity

Outcomes:

- Resonance team connected with One Million Truths and exploring collaborations
- Demographic questions have been reviewed and updated to ensure inclusivity

Goal 2:

Expand reach, accessibility and inclusivity of and for Workgroup members

Actions/Milestones:

- Focus on current DEIA issues for blog: create mini-series of blogs on a specific focus when desired

Outcomes:

- 5 published blogs on DEIA-related research by Workgroup members in Spring 2022