



CAS Diversity Initiatives

CAS Diversity webpage <https://cas.uoregon.edu/diversity/>

- All-CAS and Divisional Diversity Action Plans
- Unit Diversity Inventories
- Selected CAS Resources
- Selected UO Resources
- Infographic: CAS Diversity Metrics
- News stories about faculty, student, staff contributions to diversity, equity, and inclusion





DAP Implementation

- **All-CAS time line will be posted to the CAS diversity page**
 - Continuing from 17-18: Dreamers ally training, grants, writing circles, awards, diversity page, dean's fellows, analysis of named chair demographics, . . .
 - 18-19: Active recruitment plans, developing IHP templates, expansion of Dreamers ally training, analysis of grad student diversity, cohort-building groups for grad students, diverse advising team for Tykeson, analysis of scholarship recipients, Dean's Fellow Mid-Career Faculty project, . . .

- **Divisional DAP time lines**
 - Humanities
 - Natural Sciences
 - Social Sciences





Document Updates

Unit Diversity Inventory

Resubmit it through the portal (<https://casadmin.uoregon.edu/unit-contributions>)
by October 15

Unit governance document

Is there a section about your standing diversity/community committee? If not, add the section through the usual consultation and voting process and submit revision to Office of the Provost for approval and posting by the end of fall 2018

Unit Diversity Action Plans

If your DAP changes, please be sure we receive a dated revision for our records





Unit Diversity Committees

1. What is your **committee's charge for AY18-19?**
2. We are asking unit diversity committee chairs to serve on a **CAS Diversity Committee** along with representatives from the CAS Dean's office Diversity Committee
 - We'll meet once a term this year
 - Fall 2018: open discussion about climate and ideas for the Dean's Diversity Grant drawn from CAS DAPs
 - Winter 2019: panel and open discussion on active recruitment plans
 - Spring 2019: open discussion on AY19-20 DAP implementation
 - Development of CAS active recruitment guidelines and submission of unit active recruitment procedures this year





Update on Dean's Diversity Grants

Human Physiology

“Identifying the Barriers, then Generating Solutions”

Environmental Studies

“Uncovering Unconscious Bias in the University of Oregon
Environmental Studies Department”



Annual Search Committee Debrief Meeting

We will again schedule a June meeting for search committee chairs (faculty and staff searches) and staff support for those searches to discuss the impact of implicit bias training and the ways search committees kept issues of bias in the foreground of their discussions and processes.

Please remember

- Implicit Bias Training (<https://uomytrack.pageuppeople.com/learning/1933>) for all search committee members
- Track ways that you're keeping awareness of implicit bias alive in your processes.



New Multicultural Requirement

<https://senate.uoregon.edu/2018/04/23/us1718-18-proposed-changes-to-multicultural-requirement/>

- US: Difference, Inequality, Agency
- Global Perspectives

CAS Curriculum Committee will be reviewing course proposals.
Please contact Philip Scher if you have questions.