

Subject: cas-heads: Diversity Work in CAS - AY18-19
Date: Thursday, September 27, 2018 at 3:21:57 PM Pacific Daylight Time
From: cas-heads-bounces@lists.uoregon.edu on behalf of CAS Dean
To: 'casbudmgr@lists.uoregon.edu', 'cas-heads@lists.uoregon.edu'
Attachments: ATT00001.txt

Dear CAS heads and managers,

We're following up on the discussion of CAS diversity work at the September 17 retreat. We look forward to significant work this year on implementing key aspects of our all-CAS diversity action plan. We're also eager to hear how your own unit implementation plans are progressing if you have a unit DAP.

Some of you are already aware that the Office of the Provost is working closely with departments and search committees to help you with active recruitment strategies during this first full year of the IHP. One of our top priorities in CAS this year will be to develop resources for creating active recruitment plans in conversation with faculty and staff across the college in order to help you build successful searches. We will be discussing this with you in our fall meetings and working closely with you in winter and spring to craft active recruitment resources and materials. Our goal is to be able to describe detailed and effective active recruitment plans for all searches. By the end of the year, we want to have resources that help you create meaningful and transforming active recruitment plans before you launch a search.

Below are requests and reminders from the retreat.

DOCUMENTS

Unit Diversity Inventory

Review and update your 2017 submission at <https://casadmin.uoregon.edu/unit-contributions> for the new year by **October 15**. *To edit, you must log in and click on the red title "Unit Contributions to Equity, Diversity, Inclusion" for your unit, which will take you to an editing page.*

Or create a new submission at <https://casadmin.uoregon.edu/node/add/dept-edi-contributions> by **October 15**.

Unit Governance Document

If your governance document needs revision to include a standing diversity/community committee, please update it and submit the revision to the Office of the Provost for approval and posting by **the end of fall term 2018**.

Unit Diversity Action Plans (DAPs)

If your DAP changes, please submit a dated revision to your divisional dean.

DIVERSITY COMMITTEES

Committee Priorities

Be sure your committees know their charge for AY18-19.

What are your AY18-19 priorities from your unit, divisional, or all-CAS DAP? These priorities should guide your DAP work this year.

CAS Diversity Committee

Chairs of unit committees will serve on a college diversity committee.

We'll meet once a term

- *Fall 2018*: discussion of climate and conversation about the Dean's Diversity Grant
- *Winter 2019*: panel and discussion on active recruitment plans
- *Spring 2019*: active recruitment plans and discussion of next year's DAP priorities

SEARCHES

Implicit Bias Training (IBT) for all search committee members and staff:

<https://uomytrack.pageuppeople.com/learning/1933>

Annual June IBT Meeting for search chairs and managers to discuss the impact of the training and awareness on your search process and ways to reduce bias

Please share the CAS diversity page address with faculty, staff, and students

(<https://cas.uoregon.edu/diversity/>), and keep in mind the phase-in of the new multicultural requirement (<https://senate.uoregon.edu/2018/04/23/us1718-18-proposed-changes-to-multicultural-requirement/>).

Thank you for your contributions to all this important work.

Andrew, Bruce, Carol, Hal, Karen, and Phil