

Diversity, Equity, and Inclusion (DEI) Action Plan

DEI Priority	Actions/Strategies
<p>1. Establish foundational structures, policies, and practices to advance DEI in all aspects of the university</p>	<p>1a. Hire a Director of DEI to lead and advance DEI efforts. 1b. Transition Equity Team into a university DEI committee with broader representation from university stakeholders. 1c. Envision a university equity statement and unifying philosophy to guide all DEI efforts. 1d. Establish key terminology to be used and applied across the university. 1e. Identify and design measures to track and monitor equity and inclusion initiatives. 1f. Create framework to ensure university policies, processes and practices are inclusive, equitable, and culturally responsive. 1g. Reflect DEI framework and principles in all levels of university governance.</p>
<p>2. Promote access, equity and inclusion in the student experience</p>	<p>2a. Review and revise admission, financial aid, registration, student services and other operational or academic policies and processes to improve access and promote inclusion. 2b. Establish and enhance support services and systems for students who belong to groups where equity gaps exist. 2c. Develop a framework for courses and curricula to support a consistent thread of accessibility, equity, and inclusion in the learning environment. 2d. Improve scholarships and financial support opportunities for students in all programs who belong to groups where equity gaps exist.</p>
<p>3. Support the diversification, retention, development, and advancement of people who belong to groups where equity gaps exist.</p>	<p>3a. Establish policies and practices that help employees feel welcomed and connected. 3b. Develop and implement strategies for recruitment and retention of black, indigenous, and people of color, as well as other underrepresented communities. 3c. Create systems and structures to support the continued development and advancement of people who belong to groups where equity gaps exist.</p>

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<p>4. Cultivate a university culture that promotes and practices equity and inclusion</p>	<p>4a. Support and build capacity among all UWS stakeholders including employees, students, alumni, trustees to view topics or issues from multiple perspectives and cultural vantage points.</p> <p>4b. Provide training and learning opportunities for university stakeholders to enhance knowledge, understanding, and application of strategies that support equity and promote inclusion.</p> <p>4c. Identify and share resources with staff and faculty about how they can support equity and promote inclusion in their role and their department.</p> <p>4d. Develop and implement a communication plan to socialize the university's vision, values, frameworks, and priorities in the advancement of DEI among internal and external stakeholders.</p>
<p>5. Advance culturally responsive, equitable, and inclusive health care to better serve individuals and communities of color</p>	<p>5a. Train and support clinicians and clinic personnel on best practices in providing culturally responsive, culturally sensitive health care, and creating an inclusive health care environment.</p> <p>5b. Ensure UWS students gain competencies and skills through their academic program needed to effectively serve and treat a diversity of individuals, including those who belong to groups where equity gaps exist.</p> <p>5c. Establish and strengthen collaborations with community partners to improve outreach, support, and services to communities of color.</p> <p>5d. Implement policies and practices within the UWS clinic system that support patient access and promote culturally responsive health care.</p>