DIVERSITY EQUITY INCLUSION
ADVISORY COMMITTEE

May 21, 2020
Board Meeting

| 1 Assessment **Oct 2019** | 2 Analysis **Nov - Feb 2019** | 3 Pre-Implementation **Mar-Jul 2020** | 4 Implementation **Aug 2020 - May 2021** | 5 Post-Assessment **May-Jun 2021** |

Fall	**Gather DEI Data from** each Division	**Complete**
	Analyze DEI Data within Advisory Committee	
Spring	**DEI Kick-off** with Divisions led by CircleUp Education	**Postponed**
	• Building Trust • Discuss DEI Data	**(Covid-19)**
Now	**Adjust Roadmap** Using 2019-2020 as Learning Year & Taking into Consideration Covid-19	**In Progress**

Shift to Advisory Committee & Working Groups Model

Why

» Promote shared ownership of DEI across organization
» Help embed DEI into teaching, learning, climate and HR/ operations
» Promote sustainability of DEI through cyclical model

How

» Advisory Committee will provide framework and structure for DEI Working Groups
» DEI Working groups work internally to identify and address DEI with support from Advisory Committee

Shift to Advisory Committee - Working Group Model

Timeline (Tentative)

» **May & June** - Develop new framework for Working Group (in collaboration with CircleUp)
» **July** - Finalize framework and recruitment plans
» **September** - Begin recruiting and developing Working Groups w/ DEI Kick-off

ADDITIONAL DEI WINS!

» **Employee and Student Handbook - Gender Neutral**
   » Removal of all gender-specific terms in both handbooks

» **Gender Pronouns in Email**
   » Invitation for inclusion of gender pronouns in staff email signatures (opt-in)
   » To be rolled out July 1st by HR