# IDEAL Strategies and Tactics

## Inclusion Strategy:

Develop and engage university departments and communities in opportunities that enhance campus climate and interpersonal communication.

Develop and/or enhance statements about diversity, equity, and inclusion in university and departmental communications.

Work to ensure accessibility for all students as it relates to classrooms, technology, and various other university services.

Incentivize university actors to make diversity, equity, and inclusion a priority.

Examine exchange and visitation programs which would enhance institutional priorities and the university's goals relative to diversity, equity, and inclusion.

Better incorporate issues of equity, implicit bias, and cultural understanding in centralized and departmental human resources initiatives such as searches, onboarding, training, and exit interviews.

Provide more educational opportunities for students, faculty, administrators, and staff across campus to learn more about inclusive behaviors and cultural competency.

Enhance existing and, where appropriate, create new physical spaces for cultural and educational activities that promote inclusion.

## Diversity Strategy:

Put in place national best practices for the recruitment and retention of graduate and undergraduate students with an overall aim of increasing the population of diverse students at the university.

Increase and improve pathway as well as bridge programs for diverse students to ensure greater awareness of the UO and its opportunities as well as engagement with the university.

Examine and implement strategies to retain faculty and staff from typically underrepresented and underserved populations.

Develop a network of UO employees, students, alumni, and friends to strengthen community connectivity and support diverse students, faculty, and staff as they work toward reaching personal and professional goals.

Develop and implement formal and experiential learning opportunities for students and employees to acquire knowledge and skills with respect to issues of diversity.

Support academic projects (e.g. research, curriculum development) on topics that lend themselves to diverse perspectives.

Bring to campus scholars from diverse backgrounds to enrich academic discourse and education.

Establish and support employee resource groups to enhance professional development opportunities for faculty and staff.

## Evaluation Strategy:

Require each academic and administrative unit to set goals periodically for diversity, equity, and inclusion that align with the IDEAL framework and fit their unique circumstances.

Develop a standard biennial assessment both centrally and at the unit level through which leadership can assess successes, challenges, and opportunities in effectuating their diversity, equity, and inclusion goals.

Engage campus departments and programs in evaluating existing diversity, equity, and inclusion efforts as well as policies and—through collaboration with the Division of Equity and Inclusion—establish appropriate and measurable opportunities for improvement.

Assess the use of communications tools to educate the community on issues of diversity, equity, and inclusion; and then develop targets and tactics to improve overall outreach.

Establish intra-university and university-community partnerships based on proven best practices and identify measurable goals and outcomes for such partnerships.

Create articulable goals for the Division of Equity and Inclusion to review and assess the division's programmatic activities and provide a report stressing measurable outcomes.

Align existing university resources expended on diversity, equity, and inclusion initiatives with programs and initiatives that have a proven track record of success and impact.

## Achievement Strategy:

Increase undergraduate and graduate student participation in cultural and international experiences.

Provide additional avenues for graduate and undergraduate students to participate in scholarship and fellowship programs or other avenues of recognition, especially those who are traditionally underrepresented in such areas.

Expand opportunities for current students, faculty, staff and recent alumni to participate in professional development.

Create a competitive grant program to provide opportunities for units and programs to receive funding to advance impactful work on diversity, equity, and inclusion, especially where such work can be sustainable and scalable.

Provide enrolled undergraduate and graduate students with the social, academic, and/or financial support that will enable them to succeed at the university.

Enhance existing pathway programs and create bridge programs to strengthen the academic preparation of high school, community college, and enrolled undergraduate students for success at the UO.

## Leadership Strategy:

Include evaluations of commitment to diversity, equity, and inclusion as part of the hiring process for leadership and in annual leadership evaluations.

Articulate statements and goals regarding diversity, equity, and inclusion for the upcoming academic year.

Include as part of performance reviews the records of leaders in promoting diversity, equity, and inclusion.

Establish conscious recruitment strategies and hiring objectives tailored to the needs of particular units with respect to under-represented faculty, staff, and administrators.

Engage development officers throughout the university with leadership in the Division of Equity and Inclusion to identify, pursue, and realize opportunities for philanthropic support for diversity, equity, and inclusion priorities.

Develop and promote programs that mentor and prepare members of under-represented groups for leadership opportunities at the UO.

Share best practices for achieving diversity, equity, and inclusion throughout the university.

Ensure that the Division of Equity and Inclusion deploys its resources to achieve maximum effectiveness in its mission of leading efforts on campus.