

## Task 2: Build a strong foundation for the initiative by assessing the existing landscape

### Board of Deans Report Checklist

#### Programs/Strategies to Enhance Diversity at the University of Washington

**Directions:** Use this checklist to assess strengths and opportunities for growth in supporting diversity.

College/School/Campus Strategies and Practices	✓ if Yes
<b>Mission and Goals</b>	
Articulate a bold diversity mission statement	<input type="checkbox"/>
Define diversity as a core value linked to missions of teaching, research, and service	<input type="checkbox"/>
Define diversity goals and the metrics for achieving them	<input type="checkbox"/>
<b>Diversity Leadership and Governance</b>	
Create high-level working groups to plan, assess, and implement change	<input type="checkbox"/>
Build diversity into organizational culture, planning, and assessment	<input type="checkbox"/>
Develop formal leadership and mentoring programs	<input type="checkbox"/>
<b>Pipeline/Outreach</b>	
Sponsor on-campus summer programs for diverse students	<input type="checkbox"/>
Establish pipeline programs to increase college/professional school awareness	<input type="checkbox"/>
Promote interdepartmental collaboration to enhance outreach efforts	<input type="checkbox"/>
<b>Student Recruitment and Admissions</b>	
Develop a comprehensive plan for recruitment of underrepresented students	<input type="checkbox"/>
Establish community-based recruitment programs	<input type="checkbox"/>
Provide financial assistance and support	<input type="checkbox"/>
<b>Student and Resident Development and Retention</b>	
Provide mentoring programs for diverse students and residents	<input type="checkbox"/>
Provide academic and social support programs for diverse students and residents	<input type="checkbox"/>
Support student-organized and resident-organized diversity activities	<input type="checkbox"/>
<b>Faculty Diversity</b>	
Develop a plan for recruiting/retaining underrepresented faculty members	<input type="checkbox"/>
Develop mentoring programs for underrepresented faculty	<input type="checkbox"/>
Provide diversity training/professional development for all faculty	<input type="checkbox"/>
<b>Staff Diversity</b>	
Develop a plan for recruiting/retaining underrepresented staff members	<input type="checkbox"/>
Develop mentoring programs for underrepresented staff	<input type="checkbox"/>
Provide diversity training/professional development for all staff	<input type="checkbox"/>
<b>Curriculum</b>	
Integrate diversity issues relevant to the field into the curriculum	<input type="checkbox"/>
Include a diversity course in graduation requirements	<input type="checkbox"/>
Provide assistance to faculty members in teaching and advising diverse students and residents	<input type="checkbox"/>
<b>Research</b>	
Establish research center(s) on multiculturalism/diversity	<input type="checkbox"/>
Provide faculty grants to support research on diversity, equity, social justice	<input type="checkbox"/>
Develop research strategies respectful of/relevant to diverse communities	<input type="checkbox"/>

College/School/Campus Strategies and Practices	√ if Yes
<b>Climate</b>	
Articulate the meaning of climate in relation to diversity	<input type="checkbox"/>
Assess regularly climate in the classroom and in departmental culture	<input type="checkbox"/>
Implement activities to create community and hospitable environments	<input type="checkbox"/>
<b>Community Engagement</b>	
Involve community members as advisors for University of Washington boards	<input type="checkbox"/>
Collaborate with community-based organizations on diversity initiatives	<input type="checkbox"/>
Connect faculty, alumni, and students with community development projects	<input type="checkbox"/>

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