



## FRAMEWORK FOR SYSTEM WIDE DIVERSITY AND INCLUSION INITIATIVES

*In support of the Board of Trustees' strong belief that every Southern Illinois Un*

## Human Resources/Personnel Development

Following a thorough review in light of recent legal decisions, expand resource support for campus-based strategic hiring programs with the goal of increasing diversity in tenure-track faculty and professional staff hires

Provide resource support to bolster campus initiatives to host networking, meetings, professional development, mentoring, and related events for faculty and staff—and consider at least one similar event held at the system level

Provide for a dedicated “chief diversity officer” position at the three campuses that is consistent in overall practice and scope with respect to titles, tasks, duties, initiatives, and placement on each campus’s organizational chart, but without the added responsibilities for administrative management of equal opportunity and Title IX functions

Develop a resource or provider pool for utilization system wide to provide cultural competency training applicable to all organizational units or groups, incorporating customized professional development sessions, workshops, coaching, and other programs

## Organizational Development

Establish a system wide President’s Advisory Council comprised of the three SIU CDOs as well as representatives from impacted campus constituencies that would meet quarterly and provide advice and counsel on issues of diversity and inclusion (which group would also meet with the BOT on an annual basis)

Build-out the SIUE *Diversity and Inclusion Online Learning Community* to provide a system wide clearinghouse for diversity resources and tools

Undertake a metric and benchmarking process on a system wide basis to better evaluate ongoing progress toward diversity and inclusion indicators utilizing a scorecard, dashboard, or some other measure