

## DEPARTMENTAL DEIJ COMMITTEES

Committee membership, schedules and agendas are at the discretion of the department.

Committee leads should keep open lines of communication with CBS Community of Practice representatives.

## DEIJ COMMUNITY OF PRACTICE

The CBS DEIJ Community of Practice (CBS DCoP) consists of one representative from each department and constituent group in CBS.

The DCoP will meet regularly to discuss departmental DEIJ goals, lessons learned, progress and challenges.

This group will also focus on increasing internal communications related to DEIJ efforts to maximize resources and reduce duplication of work.

This group will review and recommend CBS DEIJ micro-grant awards.

## DEIJ ACTION TEAMS

### **Team 1 - Recruitment & Retention**

Increase the representational diversity, specifically BIPOC, of faculty, staff and students, through recruitment and retention strategies. Evaluate current hiring practices and formulate clear hiring guidelines that address biases in recruitment and that are deployed throughout the entire hiring process. Identify, and proactively address, factors influencing retention and identify opportunities for assessment through new and existing avenues. (Action 5)

### **Team 2 - Incentives & Recognition**

Align incentives and recognition as a reflection of our values. Determine avenues to encourage and reward engagement in DEIJ, anti-racist, and culturally-competent teaching, mentoring, and training. Create formal awards and recognition for those going above and beyond in their engagement with DEIJ work and in building an inclusive and supportive culture. (Action 8)

### **Team 3 - Inclusive Teaching**

Promote and develop inclusive teaching practices. Encourage and incentivize participation in programs like the Early Career Teaching and Learning Program from the Center for Educational Innovation. (Action 13)

### ABOUT ACTION TEAMS

CBS DEIJ action teams are responsible for moving the CBS Anti-racism Work Group recommendations forward. This will include assessing:

- What current CBS and UMN resources, structures and initiatives related to the recommendation exist?
- What information is needed to inform and measure progress?
- What action(s) should be implemented within CBS and how?

Teams consist of ~10 people and participation is open to all members of the college. Focus areas for action teams will be reviewed on an annual basis by the CBS Dean's Office. The action teams will deliver implementation recommendations to the CBS Dean's Office by May 1, 2022.

