

	Report on 2018-19	Plans for 2019-20
Success	<ul style="list-style-type: none"> • New Faculty Mentoring Program • Mid-Career Faculty Coaching Program launched • Marqus Hunter added as Athletics Diversity position • Abele Scholars Program initiated, program coordinator hired • Teagle (P. Stern) funded project with Perkiomen Valley underserved HS students 	<ul style="list-style-type: none"> • Faculty coordinator of transition/support programs, connect with ISS • Increase outreach of Teagle/Stern project to additional schools • Expanded Abele cohort
Analytics	<ul style="list-style-type: none"> • Retention studies for ISS (W. Hawkins) • Focus group discussions with student group leaders at Brock's house • Culture Survey completed • Review of past reports (e.g. Teagle) to identify accomplishments and future actions (Goldsmith) 	<ul style="list-style-type: none"> • Contact qualitative researcher to conduct studies with students, faculty, and staff • COACHE faculty satisfaction survey to launch • Turea Hutson meet with concerned CIE students
Climate	<ul style="list-style-type: none"> • Community Values Statement approved • TLI consultants in CIE sections • Inclusive Community Grant Program initiated <ul style="list-style-type: none"> ○ Eleven projects funded • IIE Programming <ul style="list-style-type: none"> ○ 34 sponsored/co-sponsored events • Weekly Conversations About and Across Difference lunches • First Annual Pride Week celebration 	<ul style="list-style-type: none"> • Survey cabinet division leaders for particular culture survey follow-up • DART group formation • LatinX student support through Inclusive Community Fellowship (Shuru)
Recruiting	<ul style="list-style-type: none"> • Increased diversity in Campus Safety officers • Revised faculty hiring, adding required inclusion statements • Faculty recruiting at Institute for Teaching and Mentoring • UC joined Consortium for Faculty Diversity 	<ul style="list-style-type: none"> • Implement CFD as part of faculty recruiting • Develop CFD post-doc guidelines • Consider grad student/post-doc inclusion event with other colleges (Muhlenberg?)
Professional Development	<ul style="list-style-type: none"> • TLI learning circles • CIE training with focus on challenging texts and conversations • Joanne Braxton visit and training • IFYC visit and religious diversity strategic plan development 	<ul style="list-style-type: none"> • DART training (Ford & Behling) • Turea Hutson meet with CIE instructors in collaboration with CIE leaders about teaching controversial topics & leading difficult discussions • Juan Battle—mid-career faculty success, especially for faculty of color
Communication	<ul style="list-style-type: none"> • Establishment of Discriminatory Acts policy • Joanne Braxton and Eboo Patel as two Davis lecturers • Rhiannon Giddens as Commencement speaker • MLK week programming • Pilot diversity and inclusion calendar 	<ul style="list-style-type: none"> • Expanded web presence • Expand and institutionalize diversity and inclusion calendar