College of Letters and Science Equity, Diversity, and Inclusion Strategic Plan

1. **Transform a culture of inaction into one of action and accountability on EDI-related recommendations**
   - Center the Equity, Diversity, and Inclusive Climate committee (EDIC) as the leader in EDI efforts at the college level
   - Discuss the EDI strategic plan in Spring 2023 at an all-college meeting, led by the EDIC committee and the COLS dean
   - Create an EDIC website and repository in Spring of 2023 in partnership with the dean's office to share relevant information
   - Continue to require departments in include information about EDI efforts in annual reports but place a greater emphasis on these efforts in discussions with departments to require accountability where shortfalls exist, particularly in the areas of workplace climate, inclusive pedagogy, and recruitment and retention of a diverse workforce

2. **Ensure an inclusive and supportive workplace climate across the college**
   - Communicate to COLS faculty and staff that they can safely and confidentially report workplace bias to the dean; take such reports seriously and take action promptly when evidence of bias is found; protect individuals who report bias from retaliation
   - Where needed, provide resources for departments and units that require mediation or conflict resolution
   - Share the "Best Practices for Inclusive Meetings" document widely and ensure all are following the practices

3. **Take concrete steps to recruit and retain a more diverse workforce at all levels**
   - Ensure search committees are attentive to EDI issues at all stages of the process, including providing resources to search committees about best practices and, if feasible, requiring equity observers for search committees
   - Strengthen college-level mentoring efforts for all new personnel
   - Develop pipelines to diversify leadership at the department and college level; create leadership development opportunities; institute term limits for chairs to encourage rotation of leadership

4. **Make equity and inclusion the cornerstones of how we evaluate teaching and learning**
   - Provide departments disaggregated data on student success, such as DFW rates; evaluate the effectiveness of current teaching and learning practices in achieving equity and inclusion for structurally marginalized students; set clear and measurable goals for increasing student success

- Designate one leader in each department who is responsible for facilitating discussions about current disciplinary best practices in teaching and learning that increase student success
- Leverage the knowledge of instructors on the Fox Cities and Fond du Lac campuses who already are successful in working with structurally excluded students
- Place value on Scholarship of Teaching and Learning work and active efforts to implement inclusive pedagogy in tenure, renewal, and promotion materials
- In the light of ongoing national conversations critically examine traditions within the discipline and curriculum that create obstacles to student success, particularly for structurally excluded students, and adjust curriculum (including course titles, learning outcomes, and topics covered) accordingly
- Ensure that across the college instructors have an understanding not only of the issues of equity and inclusion at the university but of the histories of communities across the state who have been structurally excluded from higher education

5. **Work with other units across the campuses and within the UW system to advocate for EDI goals**
   - Work closely with the Center for Excellence in Teaching and Learning in relation to inclusive and equitable pedagogy and making sure these efforts reach broadly into departments across the college
   - Support the work of the NSF ADVANCE team and the IDEAS Alliance in relation to EDI in STEM fields
   - Advocate for university and system policies that support work/life balance, including an expanded and funded Family and Medical Leave policy and flexibility around work modalities
   - Advocate for policies that provide nondiscrimination protections that include gender identity, gender expression, and sexual orientation and for health insurance plans that cover gender-affirming care
   - Support and advocate for compensation equity across the three campuses, recognizing that equity may include factors beyond salary such as workload, service expectations, emotional labor, start-up packages, etc.