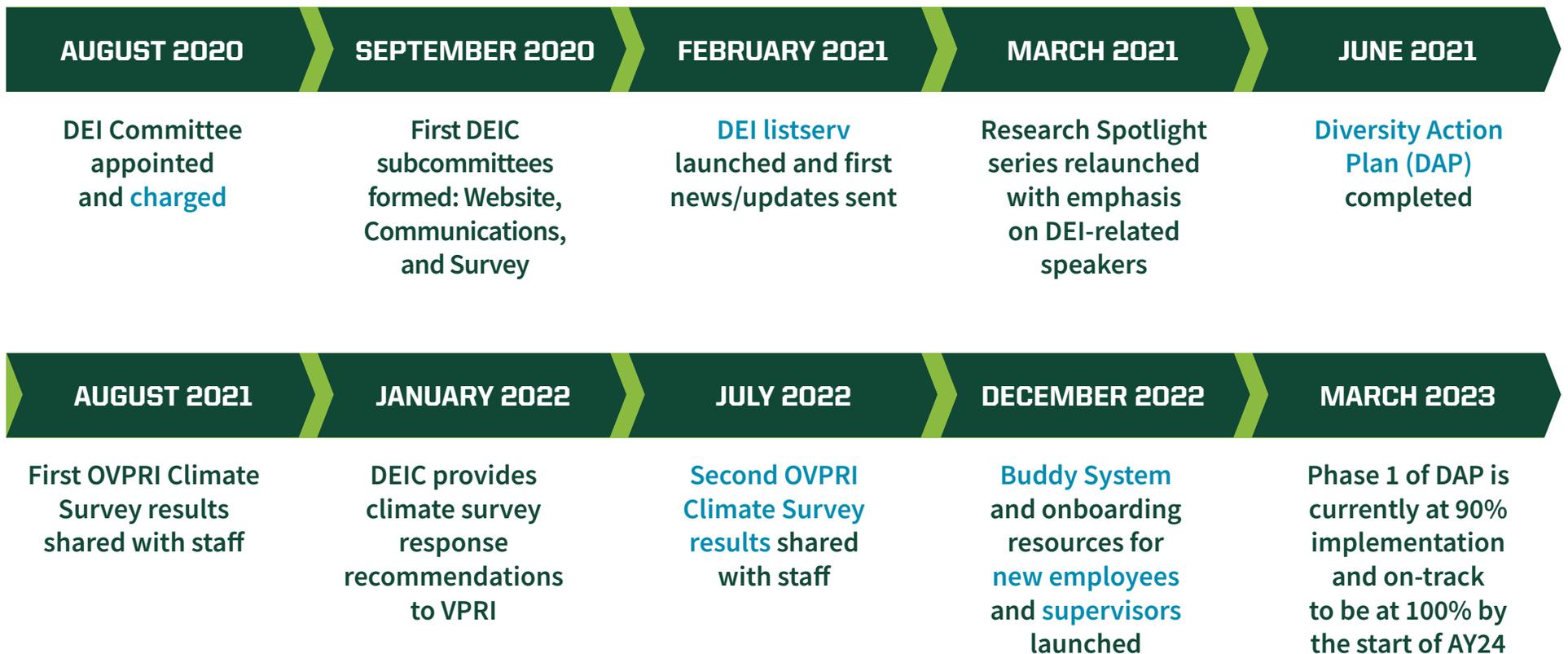


MEANINGFUL CHANGE

OVPRI's DEI Committee Continues to Improve the Unit Work Environment

TIMELINE



GOALS	INCLUSIVITY	DIVERSITY	ACHIEVEMENT	LEADERSHIP
	<p>Create an inclusive and welcoming environment for all</p>	<p>Increase the representation of diverse students, faculty, staff, and community partners at all levels of the university</p>	<p>Facilitate access to achievement, success, and recognition for under-represented students, faculty, staff, and alumni</p>	<p>Prioritize and incorporate diversity, equity, and inclusion in plans and actions</p>
<p>ACCOMPLISHMENTS</p>	<ul style="list-style-type: none"> » Published a suite of DEI-related webpages on the OVPRI website » Launched quarterly DEI related updates » Implemented the Buddy system to support new hires » Shared OVPRI-wide guidance for updating SOPs with inclusive language » Execute annual climate surveys » Created a process and system for exit interviews » Include DEI involvement assessment in annual performance evaluation » Include DEI resources in onboarding materials » Exit interview process 	<ul style="list-style-type: none"> » Integrate into the RCS spotlight series at least one DEI-related speaker per year. » Include DEI competency components in job postings » Increased outreach to diversify the IRB and other OVPRI committees 	<ul style="list-style-type: none"> » Collaborated with external DEIC teams to improve the approach and maximize positive outcomes 	<ul style="list-style-type: none"> » Complete training of all OVPRI staff - update resources webpage, create an infographic for email announcements, implement communication of above
<p>IN-PROGRESS</p>	<ul style="list-style-type: none"> » Complete training of all OVPRI staff-update resources webpage, create an infographic for email announcements, implement communication of above 	<ul style="list-style-type: none"> » N/A 	<ul style="list-style-type: none"> » Identify, encourage and support OVPRI employee participation in leadership trainings » Promoting recognition 	<ul style="list-style-type: none"> » N/A
<p>FUTURE EFFORTS</p>	<ul style="list-style-type: none"> » N/A 	<ul style="list-style-type: none"> » N/A 	<ul style="list-style-type: none"> » N/A 	<ul style="list-style-type: none"> » Implement a mentorship program for OVPRI staff