MEANINGFUL CHANGE

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

TIMELINE

AUGUST 2020	SEPTEMBER 2020	FEBRUARY 2021	MARCH 2021	JUNE 2021
DEI Committee appointed and charged	First DEIC subcommittees formed: Website, Communications, and Survey	DEI listserv launched and first news/updates sent	Research Spotlight series relaunched with emphasis on DEI-related speakers	Diversity Action Plan (DAP) completed

AUGUST 2021	JANUARY 2022	JULY 2022	DECEMBER 2022	MARCH 2023
First OVPRI Climate Survey results shared with staff	DEIC provides climate survey response recommendations to VPRI	Second OVPRI Climate Survey results shared with staff	Buddy System and onboarding resources for new employees and supervisors launched	Phase 1 of DAP is currently at 90% implementation and on-track to be at 100% by the start of AY24

GOALS	INCLUSIVITY	DIVERSITY	ACHIEVEMENT	LEADERSHIP
	Create an inclusive and welcoming environment for all	Increase the representation of diverse students, faculty, staff, and community partners at all levels of the university	Facilitate access to achievement, success, and recognition for under-represented students, faculty, staff, and alumni	Prioritize and incorporate diversity, equity, and inclusion in plans and actions
ACCOMPLISH-MENTS	» 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	» 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	» Collaborated with external DEIC teams to improve the approach and maximize positive outcomes	» Complete training of all OVPRI staff – update resources webpage, create an infographic for email announcements, implement communication of above
IN-PROGRESS	» Complete training of all OVPRI staff–update resources webpage, create an infographic for email announcements, implement communication of above	» N/A	» Identify, encourage and support OVPRI employee participation in leadership trainings » Promoting recognition	» N/A
FUTURE EFFORTS	» N/A	» N/A	» N/A	» Implement a mentorship program for OVPRI staff