



# BFA DEI Committee Charge

Support minoritized staff

Infuse diversity, equity and inclusion development in the core work of colleagues

Work with leaders in the division to support unit-level DEI strategic planning and implementation

Identify and implement best practices for searches and retention

Communicate DEI advocacy efforts within units and beyond



# BFA/ODEI MOU Goals

## Infrastructure Goal

Draft, develop and begin to implement a proposal for sustainable commitment to DEI leadership, participation and accountability

## Operational Goal

Assess divisional DEI outreach and engagement and be a support resource

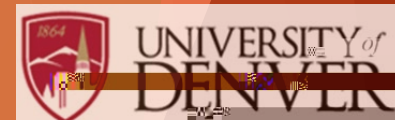
## Values & Community Goal

Evaluate unit websites and public sites for expression of DEI goals and values

## Additional Goals

Serve as a resource for unit-level DEI and social justice issues

Participate in DEI Steering Committee and/or its Working Groups



# Results/What We Accomplished

Created a BFA DEI Strategic Plan

Staff Pulse Survey

Great results 4.05/5.00

35% response rate

130/374

Average score 4.05/5.00

Opportunities to improve

No use of Spanish option

Reviewed each units' MVV statements

Increased commitment and participation by all levels of staff in DEI activities and an explosion of connections and ideas

Meeting with all unit leaders to share ideas and best practices





# FY22 Goals

Departmental Policy Review through a DEI lens

- Consider removing gender specific language

Encourage deeper staff participation

Present “united” website presence with standard message given our outward facing presence



# Thank you

We could not do this without leadership support

Continued DEI fellowship funding into FY22

**Teamwork**

