

## Goal 5

**Hold ourselves accountable for the success of the plan through assessment, reporting, action, and celebration.**

Equity and inclusion must be the responsibility of all members of the campus community.

5.a. Gather and regularly review and evaluate information from the community about the campus climate. Draw on reporting such as that linked to bias and harassment to identify issues needing additional attention on a unit-level or college-wide basis.

*What the college is already doing to achieve this goal*

- At present, bias incident and non-confidential elements of harassment reports are shared with the vice-president (or comparable head) of the area in which the reported incident took place.
- Annual reports required of faculty members and curricular departments and programs now include a prompt to discuss contributions in support of diversity as part of a number of institutional priorities. This year, a separate prompt will elicit input from individuals, departments, and programs to discuss their contributions to supporting diversity, equity and inclusion.
- The college administers a number of national and in-house surveys and questionnaires that include information pertinent to this goal.
- *To Include is To Excel* provides a “primer” providing extensive information related to diversity, equity and inclusion at St. Olaf.
- The Council on Equity and Inclusion solicits input from the college community through a variety of instruments, including weekly “office hours” and an on-line form.

*Examples of how we might further implement 5.a*

- Beginning 2019-20, the Council on Equity and Inclusion shall meet twice annually with those administering the Title IX and bias reporting and investigation processes to hear an oral report on issues and concerns. The reporting to the Council shall abide by the confidentiality inherent in the Title IX and bias reporting processes.

5.b. Incorporate consideration of candidates’ contributions to diversity, equity, and inclusion in hiring and personnel tenure and promotion reviews.

*What the college is already doing to achieve this goal*

- Members of the President’s Leadership Team and all those who directly report to them must address their contributions to enhancing the diversity, equity and inclusion goals of

St. Olaf. They must also include the further development of their expertise in these matters as part of their professional development plan.

- Candidates for tenure track faculty positions are expected to discuss what particular contributions they can make to supporting and furthering diversity at St. Olaf.
- All advertised staff position descriptions include in the list of expected skills and abilities demonstrated “ability and willingness to support, respect and commit to embracing diverse backgrounds, values and points of view to build a strong and inclusive community including faculty, staff, students and constituents”
- Consideration of information about the demographic breakdown of faculty members and majors and concentrators is required for all department and program reviews.

*Examples of how we might further implement 5.b*

- Seek recommendation by the Faculty Governance and Faculty Life committees to incorporate consideration of contributions to supporting and furthering diversity in comprehensive, tenure and promotion reviews of faculty. This may be achieved by inviting candidates to address their contributions to diversity in one or more of the areas of assessment, which could be construed broadly (e.g. attending CILA events on the topic or attending workshops that address supporting some element of diversity, pursuing research that incorporates elements of diversity, developing a unit in a course or identifying new course materials that incorporate diversity; serving as an informal advisor of students of color or international students).
- Invite staff members to include equity and inclusion goals in their Individual Professional Development Plans. For example, an individual might include as a goal attending presentations or taking an on-line module to enhance knowledge and/or abilities.
- Incorporate consideration of contributions to supporting the college’s goals of equity and inclusion in performance reviews of staff members and administrators.
- Require department and program reviews to speak directly to how they support the college’s equity and inclusion goals.

5.c. Regularly report to the college community on progress toward achieving the goals of the Plan for Equity and Inclusion.

*What the college is already doing to achieve this goal*

- A “Progress Report” was shared with the college community in the fall of 2018.
- The Council on Equity and Inclusion submitted reports to the college community in its first year of operation.
- Elements related to equity and inclusion are part of the St. Olaf strategic plan; progress towards meeting these elements is reported to the Board of Regents.

*Examples of how we might further implement 5.c*

- The Council on Equity and Inclusion shall solicit information from appropriate sources to assess achievement of each of the goals identified in this plan.
- Early each fall, the Council shall produce a report that will be posted on its website.

- The chair of the Council shall report to the Board of Regents each fall on progress toward fulfilling the plan.

5.d. Celebrate the contributions of alumni, faculty, staff, and students who enhance equity and inclusion at the college.

*What the college is already doing to achieve this goal*

- A “Progress Report” was shared with the college community in the fall of 2018. This, however, does not focus on individuals.

*Examples of how we might implement 5.d*

- Develop a nomination process for recognition of individuals
- Use reporting described above to identify achievements of units and departments
- Draw on sources of information, such as reports from *To Include is To Excel* and the Taylor Center, to identify achievements of individuals
- Develop a means of celebrating these accomplishments by the campus community.

5.e. Review and revise the plan annually.

The Council will submit recommendations regarding these matters in its reports to the President of the College and to the Board of Regents.