1. Underrepresentation of women and people of color in technology field within higher education. The same underrepresentation exists within ITS.
2. Non-standardization about job boards in which to post ITS job announcements. 3. Non-standardization about intentionality around questions asked by interviewers during interview of candidates.
4. Onboarding of ITS employees is not systematic and is left to individual supervisors.
5. ITS currently does not have an outward facing public stance about its DEI.

**ACTION STEPS**

- Job Posting Locations - ITS has developed and is curating a list of job boards where ITS job announcements will be directed.
- Create a job description boiler plate language reflecting university and departmental support of an inclusive workplace.
- Develop employee onboarding checklist for managers.
  - Add DEI document to onboarding process.
  - Develop an ITS DEI web site.
  - Spaces - Introduce DEI Mural/Artwork in ITS Spaces

**OUTCOMES**

- ITS expects to see an increased number of employees from historically under-represented groups. ITS will leverage infrastructure that the university is building to track these outcomes.
- Increased number of historically underrepresented employees. ITS will use the infrastructure the university builds around data collection and reporting.
- Develop assessment for new employees as part of the employee onboarding process to ensure that they absorbed information about ITS and its commitment to DEI.
  - Ultimately, we would expect that staff climate survey responses related to an inclusive work environment would at least remain constant, but ultimately, that they would increase. Staff climate instruments.
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**LEGEND FOR PRESIDENTS COMMITMENTS**

- Hiring
- Culture and Climate
- Education

**SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE**

1. Listen to your team and constituents
2. Review infrastructure and policy
3. Review scope and content of programs
4. Evaluate structural diversity (data)
5. Analyze strategic partnerships
6. Evaluate vision/mission statement
7. Identify training needs
8. Accountability and Assessment