Information Technology Services

POINT OF CONTACT
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SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ▪ ISSUES ▪ ACTON STEPS ▪ OUTCOMES

PROCESS

1. Created an ITS Inclusive Excellence Working Group and invited all members of ITS to participate.
2. Convened group and organically developed four workstreams to investigate: Recruitment, Promotion and Pay, Outreach, and Education
3. Workstreams researched leading practices and analyzed ITS departmental practices and policies and developed recommendations.
4. Workstream leads made recommendations to ITS leadership and then shared recommendations with ITS department.
5. ITS leadership immediately accepted easy-to-implement recommendations and created a standing committee called the ITS Core Values Committee to guide the implementation of next steps.

ISSUES IDENTIFIED

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 intentional stewardship around 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

INCLUSIVE EXCELLENCE WORKING GROUP
ITS CORE VALUES COMMITTEE

Michelle Yeung – etss (Chair)
Alex Egger - etss - 1 year term
Sarah Dickson - etss - 1 year term
Kevin Norwood - etss

Erick Avila - infrastructure
Yonas Minelik - infrastructure - 1 year term
John Base - infrastructure - 1 year term
David Beebe - infrastructure

Poulomi Chatterjee - enterprise
Sean Collier - enterprise - 1 year term
Thomas Kjolsing - enterprise - 1 year term
Ivan Palikuca - enterprise

Ashish Donthi - architecture

Alicia Fish - senior administrative coordinator - permanent member
Janet Lee - communications - permanent member
Crista Copp - senior director - permanent member

I was truly humbled by how open-mindedly and enthusiastically employees within my department engaged this work. I harbor no illusions that, amongst a staff of 90+ employees, that there some that weren't fully invested in departmental meetings where DEI was a focus. But the overall majority of my team members appreciated the importance of ITS being proactive and becoming a better organization as it determines how to increase our inclusivity.

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.

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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