

DEI Institutional Change Action Plan Template for NU [List the

Please fill out as complete as possible. If you need assistance, including with the Metrics and

DEI Change Strategy Definitions

***DIVERSITY (D)-** Efforts to recruit diverse students, staff and faculty. Diverse = people of differing racial, ethnic, socio-economic, college-going, sexual orientation, gender identity, and disability backgrounds.

***EQUITY (E) -** Efforts to eliminate bias, discrimination and harassment and to close gaps associated with key employment, performance or opportunity metrics.

***INCLUSION (I) -** Efforts to Improve the culture and climate, to create psychological safety, to mitigate implicit bias and microaggressions and to change mindsets and skillsets.

Strategy (By 2025)	Objective	Objective DEI Change Strategy	Target Population(s) (Students, Faculty, Staff, Community, Other - indicate all that apply)	Action(s)	Start Date
<i>In a short statement, state what you plan to accomplish over the next three years.</i>	<i>Description of Objective(s) that will lead to achievement of Strategy</i>	<i>Choose from *Diversity (D), *Equity (E) AND/OR *Inclusion (I) - (will be drop down field)</i>	<i>List the target population(s) for the Objective</i>	<i>List the key activities and steps needed to be undertaken to achieve the Objectives</i>	<i>Estimate general timeline for the Objective:</i>
Increase and retain diverse faculty and staff (for Bouvé target groups are all BIPOC) (COMMUNITY AND CULTURE DEIA PILLARS)	Increase diversity and retention of the faculty across the college (target is all BIPOC groups in Bouve)	D, I	Faculty	Review and update existing college guidance on recruiting with diversity in mind and standardize rubrics for candidate evaluation across the college; all search committee members and unit leaders are STRIDE trained and attend at least 1 annual hiring for diversity program; build DEIA portion of our website; develop search demographics tracking reporting; establish retention dashboard for the college.	Q4/2022
	Establish Visiting BIPOC Faculty Lecture Series	D, I	Faculty/ Students	each school is asked to identify BIPOC guest faculty visitor beginning in AY22-23; advancement team initiates fundraising plans	Fall 2022

	Increase recruitment and retention of diverse staff	D, E, I	Staff	additional development for managers, faculty and staff; build DEIA portion of Bouvé website and include links to how to report discrimination and harassment;; increase awareness of affinity groups; build dashboards/ reporting; consistently implement previously established hiring philosophy; encourage staff to use their professional development funds	fall 2022
	visiting professorship fund or named chair endowment	D	Faculty/ Students	advancement webinar series for unit leaders (to develop them as effective fundraisers); cultivation and stewardship	Fall 2022
Increase and retain diverse students (for Bouve target groups are all Black/AA, Hispanic/LatinX, AIAN and NHPI) (COMMUNITY AND CULTURE DEIA PILLARS)	Increase engagement and mentorship of enrolled underrepresented in health (URH) students (for Bouvé target groups are all Black/AA, Hispanic/LatinX, AIAN and NHPI)	E, I	Students	Hire a Summer Bridge Mentor student to work several hours a week to support engagement with URH students; support URH Student Leadership Council in their work of engaging with students, faculty, community; build DEI section of the website that includes links to information on reporting incidence of discrimination and harassment; establish mechanism for connecting URH students to upper class URH students and alumni; explore program specific or college wide mentorship of faculty to student; compile info on all student groups across the college	Fall 2022

	increase enrollments of students from URH groups	D, E	Students	Student & faculty ambassadors are involved in recruitment and yield activities in the college with intentional goal of exposing prospective students to students and faculty of color; Attendance at national conferences and recruitment fairs that are attended by people of color; build DEIA section of Bouvé website; Strategically fundraise to establish scholarships for BIPOC students; Explore articulation agreements with local community colleges in Boston area and with HBCUs in North Carolina	Fall 2022
Positively impact the health of our community (COMMUNITY)	Document and increase impact of clinical services provided in local communities	E, I	Students, faculty, community, partners	Health Van Activities; document Impact through Co-op and clinical experiential work in underserved communities; spotlight stories about this activities on DEIA website; Explore expansion of clinical services / pro-bono clinic in Boston, Charlotte, and Burlington; Rural Health Equity Scholars program (with Roux); document impact of student groups and community outreach that they are doing	Fall 2022

	Engage in community partnered research that promotes health equity and social justice	E	Students, faculty, community, partners	Develop a related internal dashboard to collect and monitor these data; work with Academic Analytics to develop related custom reporting; Continue to recruit faculty around this thematic area; Support and collaborate with Institute for Health, Equity, and Social Justice (IHESJR), CCHERS, Burns	Fall 2022
Ensure all graduates from Bouvé are prepared as anti-racist health care and public health providers (CURRICULUM)	increase curricular offerings available to all Bouvé students (and possibly university students)	E, I	Students	Establish a core set of competencies in DEI and Social Justice for health professionals appropriate for all Bouve graduates; Each program, including masters, clinical doctoral, and PhD, performs a self-assessment and develops a plan to ensure graduates develop these competencies and skills; each school or program to establish mechanism for students to provide feedback about curriculum from DEIA perspective; Provide DEIA training to clinical adjunct faculty and preceptors	Fall 2023

<p>Increase accountability and shared responsibility for DEIA work at all levels</p>	<p>f</p>	<p>DEI</p>	<p>Faculty, Staff, Students</p>	<p>Ensure all schools have DEI leads; consider DEI lead for student and curricular initiatives across the college; all units adopt growth mindset in discussing and addressing issues related to DEI through creating brave/safe spaces for discussion and incorporating training to improve climate, morale and retention of students, faculty and staff; reporting structure/mechanism established within the college to allow for better information sharing and communication; all goal forms and merit/performance evaluation documents are modified to include DEI section</p>	<p>Fall 2022</p>
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