A COMMUNITY PLAN FOR INCLUSION, DIVERSITY & EQUITY

The Community Plan for Inclusion, Diversity & Equity (IDE) has five broad goals:

1. Increased capacity for the institution to do IDE work
2. Increased representation and retention of students, staff, and faculty from historically under-represented backgrounds
3. Increased support and access for all to the opportunities Carleton offers
4. Integration of IDE principles in the curriculum and cocurriculum, with opportunities for engagement
5. Commitment to measurable and accountable progress in the areas of recruitment, retention, achievement, thriving/belonging, and cultural competence

WHAT DOES THIS MEAN FOR STAFF?
The plan calls on the college to take the following actions:

- Develop an IDE office led by a chief diversity officer at the vice president level (1.1.1)
- Conduct equity audits across all departments and work units to identify and remove barriers to inclusion and access (1.2.2)
- Develop clear and transparent procedures to support the community concern process (1.2.4)
- Implement greater transparency in staff hiring and review practices (2.3.2)
- Implement standardized exit, stay, and candidate experience interview processes (2.3.4)
- Provide support to supervisors regarding the supervision, professional development, and retention of underrepresented staff members (2.3.5)
- Design an onboarding model for staff (3.1.3)
- Establish priorities to allow for and recognize staff participation in professional development or committee work pertaining to IDE-specific initiatives (3.1.4)
- Ensure the Ombuds Program is an independent and confidential resource (3.1.5)
- Host regular events in which community members can engage with each other across groups (4.2.1)
- Undertake a broad review of staff work to ensure equity-minded workloads (4.3.2)
- Include commitment to IDE principles, expectations, and experiences as part of the hiring, review, and promotion process (4.3.3)
- Measure and communicate progress on outcomes for staff recruitment, retention, achievement, thriving and belonging, cultural competence, and program effectiveness (5.1.3)

View the full Community Plan for Inclusion, Diversity & Equity at www.carleton.edu/inclusion