



Carleton

# 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)**