

Unit: _____ **Date:** _____

Contact Person: _____ **Email:** _____

Primary Author(s): _____

Preface: As our Texas A&M community adapts to this new environment of learning, teaching, working, and connecting virtually, it is imperative that our *Diversity Plan* goals of *accountability*, *campus climate*, and *equity* remain at the forefront of all our decisions. To put a finer point on the issue, particularly in times of crisis, we must ensure that all existing and planned policies, operations, procedures, and major plans for organizational change continue to be pursued with careful attention to their impact on our diversity, inclusion, and accessibility goals.

For the *2020-2021 Diversity Plan Accountability Report*, the Office for Diversity is balancing the need to track and collect longitudinal data and narratives with the need to understand current, and sometimes unique, challenges and strategies presented by social distancing and the pandemic. Please use the *2020-2021 Diversity Plan Accountability Report* as a tool to document and share your unit's strategies, plans, challenges, and successes advancing diversity, inclusion, and accessibility in 2020.

Instructions: The purpose of this report is to assess the continuing progress towards diversity and inclusion at the college and division-level. Please review your unit's strategic plans, diversity plans, and assessment plans for goals, data-informed actions, and strategies addressing diversity, recruitment, retention, campus climate, and equity. Where appropriate, use specific examples from individual departments in your unit to provide evidence for your narrative regarding progress towards Texas A&M University's *Diversity Plan* goals: *Accountability*, *Campus Climate*, and *Equity*.

Formatting: Use portrait orientation and 12-point font or larger for the narrative, tables, and figures. Word limits are provided for each of the six sections. Please note: References, graphics, footnotes, and tables for demographic data are not included in the word count.

- 1. Introduction (200-word limit):** Describe your unit (campus location, 2019 demographics of students/faculty/staff, departments, etc.) and its general mission. Describe the writing and review process for this report: For example, was your unit's diversity council included in the writing or review? Was this report reviewed by unit leadership? How has your unit shared, or plan to share, the *Diversity Plan* accountability reports across your unit?
- 2. Recruitment (500-word limit):** As informed by one or more years of your unit's practices and/or assessment data, describe your unit's goals, measures, data-informed actions, strategies, challenges, and progress on student/faculty/staff recruitment. If goals, measures, or data are not available, describe plans to develop and assess goals for student/faculty/staff recruitment.
- 3. Retention (500-word limit):** As informed by one or more years of your unit's practices and/or assessment data, describe your unit's goals, measures, data-informed actions, strategies, challenges, and progress on student/faculty/staff retention. If data are not available, describe plans to develop

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and assess goals for student/faculty/staff retention.

4. **Climate (500-word limit):** As informed by one or more years of your unit's practices and/or assessment data, describe your unit's goals, measures, data-informed actions, strategies, challenges, and progress on unit/campus climate issues. If data are not available, describe plans to develop and assess climate-related goals.

5. **Equity (500-word limit):** As informed by one or more years of your unit's practices and/or assessment data, describe your unit's goals, measures, data-informed actions, strategies, challenges, and progress on equity-related goals (e.g., advancement, promotion, development, salaries, graduation rates, etc.) If data are not available, describe plans to develop and assess equity-related goals.

6. **Reflection (800-word limit):** This section provides you with an opportunity to outline your unit's 2021 presentation for the President's Council on Climate and Diversity (PCCD). Related to diversity, accountability, recruitment, retention, campus climate, and equity:
 - a) Describe how your unit is "moving the needle" (e.g., changing numbers/composition, awards, recognition, grants, funding, etc.).
 - b) Describe goals and strategies that have the greatest impact on, or the potential to impact, student, faculty and/or staff recruitment, retention, campus climate, and/or equity. Describe how strategies implemented in your unit might be useful to other units.
 - c) What challenges has your unit faced? Specifically, acknowledge the impact of the responses to COVID-19 on your unit's diversity, equity, and inclusion goals.
 - d) Describe how funding from the Diversity Plan awards has been used (or will be used) to support and advance your unit's recruitment, retention, climate, and/or equity goals.

2021 Presentation Guidelines

1) The 2021 presentations to the President's Council on Climate and Diversity; the President of Texas A&M; the Provost; and university leadership. are scheduled for **February 19, 2021, 8:00 am - 5:00 pm, in the Memorial Student Center (MSC) Room 2406**. Presentations are strictly limited to 10 minutes for content and 5 minutes for questions from President Young, Provost Fierke, the President's Council on Climate and Diversity (PCCD) members, and university leadership.

2) The purpose of your presentation is to describe how your unit is progressing on Texas A&M's *2010 University Diversity Plan* goals of *accountability*, *campus climate*, and *equity*. Because of the strict time limit, prioritize goals, data-informed actions, and strategies that have the greatest impact on, or the potential to impact, student, faculty and/or staff recruitment, retention, campus climate, and/or equity. Please structure your presentation as follows:

- a) Describe your unit (campus location, demographics of students/faculty/staff, departments, etc.) and its general mission.
- b) Describe goals and strategies that have the greatest impact on, or the potential to impact, student, faculty and/or staff recruitment, retention, campus climate, and/or equity. Describe how strategies implemented in your unit might be useful to other units.
- c) What challenges has your unit faced? Specifically, acknowledge the impact of the responses to COVID-19 on your unit's diversity, equity, and inclusion goals.
- d) Describe how funding from the Diversity Plan awards has been used (or will be used) to support and advance your unit's recruitment, retention, climate, and/or equity goals.

3) In addition to the presentation, you can submit a single-sheet, front-and-back, summary of your *2020 Diversity Plan Accountability Report*. In the past, units have used the single sheet to provide demographic information, tables, and graphics that enhance and support your **February 19, 2021** presentation.

4) If you use a video in your presentation, please provide captioning. Your Power Point presentation and single-sheet summary (pdf) are due to the Office for Diversity by **noon on January 20, 2021**. Please email the materials to Jennifer McGee Reyes at jlreyes@tamu.edu.