

VPFA 2017 Diversity Action Plan Progress Overview: January 2022

Project	Description	Status
INITIATED BY THE VPFA DIVERSITY COMMITTEE		
Exit survey and exit interviews	Conducted when employees leave the VPFA portfolio	Implemented 2017
Inclusion/diversity-related training for the portfolio	<i>Implicit Bias Awareness Month</i> Feb 2018; <i>Everyday Inclusion</i> Feb 2019, Feb 2020, Aug 2021	Implemented 2018
Expanded diversity committee engagement	Implemented term limits; more leadership engagement	Implemented 2018
Monthly employee spotlight	CPFM pilot 2017; launched portfolio-wide spotlight in 2018	Implemented 2011
Applicant pool enhancement initiative	Identify ways to expand qualified applicant pools in searches	Research/planning
Improved VPFA employee onboarding	Piloted portfolio-only onboarding for portfolio employees	Suspended (Covid)
VPFA Ducks for Diversity Fund	Supports diversity-related initiatives; 8 apps (mostly CPFM)	Implemented 2019
INITIATED BY THE VPFA		
VPFA staff visits	VPFA attended departmental meetings & met with all staff. Invited staff to breakfasts & lunches (met about 250 staff).	Suspended due to Covid19
VPFA student pipeline internship program	Piloted 2019–2020 with 10 interns in each year; Third cohort of 12 interns started in fall 2021.	Implemented 2019
5-year performance reviews for AVPs	Started 2019; Includes evaluation of inclusion	Implemented 2019
VPFA leadership development program	UO Leadership Academy made this somewhat redundant	Research paused
VPFA job postings commit to inclusion	Language enhanced; not universal across portfolio	Implemented 2020
Better diversity & inclusion metrics in performance evaluations for OAs	HR improved OA performance evaluation templates to incorporate diversity and inclusion measures.	Implemented 2019
INITIATED BY THE VPFA LEADERSHIP COUNCIL		
Monthly networking sessions	Piloted	Not pursued
Supervisor skill development program	Piloted 2017-18	Not pursued
LED BY HUMAN RESOURCES (CAMPUS-WIDE)		
HR staff visibility, presence, engagement on equity & inclusion issues	Increased inclusion-focused trainings and presenters; articles shared, etc.	Implemented 2018
Enhanced OA performance evaluations	Diversity language in forms online; shared with HR partners	Implemented 2018
More inclusive employee recognition	UO employee groups all represented @recognition events	Implemented 2018
Make cultural competence a core competency for employees	Partially implemented in HR—still in progress	Implemented 2020
Improved HR support for int'l employees	Moved this function to the Division of Global Engagement	Not in VPFA area
Enhanced HR support for transgender & LGBTQIA+ employees	LGBTQIA+ and gender transition resources updated on HR site; HR representative on SOAGIE committee	Implemented 2018
HR engagement in disability issues	HR more actively engaged with disability issues	Implemented 2018

Summer 2020 Racial Justice Recommendations

Project	Description	Status
Diversity training requirement	For search committee members and new employees	Implemented 2021
Inclusive vacancy announcements	HR Advertising and Outreach Toolkit created and shared	Implemented 2021
Remove ID data from applications	Pilot program launched across VPFA portfolio	Piloted 2021
Use applicant pool & market data to ID ways to improve diversity of applications	HR teams to help search committees understand applicant pool data and market data to assess application pool	Research and planning
Revise 2017 DAP	Revise Diversity Action Plan to be more action-oriented	Planning

For more information, contact Debbie Sharp dsharp@uoregon.edu or your diversity committee representative.