



RDEI Priorities, Recommendations, and Action Plan

Community Engagement and Partnerships

Recommendation	Goals	Action Steps Short Term/Long Term		Metrics/Outcomes/Impact
<p>Collaboratively define community and partnership as a basis for shared COE RDEI planning, implementation and outcomes</p> <p>Identify RDEI strategic approaches to engagement as asking, collaborative and partnering rather than telling or fixing communities</p> <p>Position and represent the COE as a resource in and with the community</p> <p>Coordinate appropriate COE RDEI recommendations with University of Memphis initiatives (e.g., the River City Partnership, The Benjamin Hooks Institute, The University Eradicating Racism Initiative, and the African American Male Academy)</p> <p>Integrate RDEI strategies and partnerships into COE academics, research and service</p>	<p>Bridge the gap between the COE and the local Memphis and Shelby County Community</p> <p>Articulate a community engagement strategy with existing & future University initiatives</p> <p>Develop Community Partnership Indicator(s) that aligns with the COE Core Values and Strategic Priorities</p>	<p>Consult with any University resources to support RDEI strategies</p> <p>Consult with existing University initiatives to determine their strategies for Community Engagement</p> <p>Consult with COE faculty to determine how they meet or plan to meet the COE values, priorities and RDEI action steps and outcomes</p>	<p>Engage with the local Memphis Community around the community and partnership definitions</p> <p>Create a pipeline for integration and partnership between COE teaching, research and service</p> <p>Develop a space for faculty to learn from their RDEI practices</p>	<p>Glossary of RDEI terms accessible to the COE and community partners</p> <p>Annual Executive Summary of RDEI Community Engagement Strategies and Outcomes with Memphis and Shelby County</p> <p>A COE learning community engaged in RDEI implementation and outcomes and partnered with Memphis and Shelby County</p>

Excellence and Accountability

Recommendation	Goals	Action Steps Short Term/Long Term		Metrics/Outcomes/Impact
<p>Create and implement a RDEI Plan of Excellence and Accountability to assure the work is continuously monitored, responsive, targeted and accountable</p> <p>Develop a communication plan to regularly inform the COE, University and partners about RDEI priorities, implementation, and outcomes</p> <p>Assure that RDEI recommendations are systematically and effectively integrated into COE courses, syllabi, policies, practices and procedures</p> <p>Provide RDEI Excellence and Accountability supports in various forms including:</p> <ol style="list-style-type: none"> 1. Appoint a team of RDEI consultants from within the COE willing to work with administrators, faculty and staff to achieve the RDEI priorities 2. Hire a RDEI administrator charged with assuring the implementation, monitoring and reporting of RDEI priorities and outcomes <p>Integrate a RDEI self-reflective component into annual evaluations to assist faculty and staff with actionable change and to identify cross-cutting opportunities for future growth for the COE</p> <p>Assure RDEI is integral in COE teaching, research and service</p> <p>Utilize RDEI consultants across campus and beyond the campus to support faculty and staff in growth in the priorities and recommendations</p> <p>Monitor, reward and honor RDEI advances and accomplishments made by faculty, staff and students</p>	<p>Provide guidance and information on best practices to ensure all RDEI expectations are clear and priorities are apparent</p> <p>Ensure all COE materials and instructional materials contain language and information reflective of the RDEI priorities, expectations, and outcomes</p> <p>Establish staffing and spaces that are freely accessible for faculty, staff and administration to obtain assistance and support as needed</p> <p>Offer self-reflective support for faculty, staff and students as they engage in and progress in RDEI work</p> <p>Include RDEI on annual evaluations for faculty, staff, and administrators</p>	<p>Explore professional development opportunities - consider required attendance.</p> <p>Create COE review process</p>	<p>Provide scheduled professional development opportunities for faculty and staff</p> <p>Implement regular RDEI review process for implementation</p>	<p>Annual faculty and staff annual reviews</p> <p>Progress reports on COE RDEI efforts and outcomes</p> <p>Faculty, staff and student survey results on RDEI progress</p>

Student Success and Instructional Programming

Recommendation	Goals	Action Steps Short Term/Long Term		Metrics/Outcomes/Impact
<p>Begin with the collaborative definition of community and partnership to clearly articulate a vision for racial justice</p> <p>Identify RDEI framework(s) for the COE racial justice work, implementation and accountability</p> <p>Clearly connect RDEI work to COE Values and Priorities</p> <p>Create and implement a systemic plan to assist all COE departments, programs and units in reviewing their existing work to create more robust RDEI actions and strategies</p> <p>Provide professional development aligned with and specific to student success and instructional programming</p> <p>Establish a process and procedure to regularly examine, review, and revise course syllabi and programs for RDEI alignment with department plans and strategies</p> <p>Examine and reassess and improve admissions requirements, expectations, procedures and outcomes to align with COE RDEI priorities</p>	<p>Articulate and communicate the framework for RDEI across the COE</p> <p>Remove barriers to student success</p> <p>Hire and retain faculty, researchers, and staff who can effectively align with the COE RDEI priorities</p>	<p>Audit of existing alignment with COE RDEI priorities:</p> <p>A) curricular materials: course descriptions, syllabus, content</p> <p>B) programmatic mission, values, and curriculum</p> <p>C) admissions standards, coursework, degree milestones</p>	<p>RDEI working group to provide ongoing evaluation and feedback around curricular revisions and pedagogy</p> <p>An annual summit to continuously and systematically reflect on, revise, and plan for RDEI goal enactment, success and outcomes</p>	<p>RDEI framework incorporated into courses across the college to assure students engage with race, diversity, equity and inclusion (e.g., diverse content, theoretical perspectives, scholars, and learning experiences)</p> <p>Student survey results around their experiences in COE departments, programs and units along with recommendations for continuous improvement</p> <p>Students have agency and support in enacting RDEI goals in their practices, research, and coursework</p> <p>Increased student success and degree completion across diverse student populations</p>

Culture and Climate

Recommendation	Goals	Action Steps Short Term/Long Term		Metrics/Outcomes/Impact
<p>Provide orientation and open forum (in-person and online) to assist COE with understanding shared definitions and baselines and using them to guide RDEI planning, implementation and outcomes</p> <p>Develop and implement essential frameworks to examine, reassess and improve all COE handbooks, websites, materials and communications to align with RDEI priorities</p> <p>Offer forums for groups of faculty, staff and students to connect in safe spaces (e.g., affinity groups such as privilege) to explore, learn, pilot, and strategize as they implement and improve RDEI efforts</p> <p>Review and assure all COE job announcements reflect and align with RDEI priorities</p> <p>Evaluate and revise all COE materials to assure RDEI language is present and appropriate (e.g., handbooks, announcements, recruitment materials, search and screen materials)</p> <p>Highlight the expansive and inclusive COE faculty, staff and students REDI teaching, research, and service achievements through various media forms (including recognitions beyond large grants and top journals)</p> <p>Provide resources, repositories and materials to support faculty, staff and students in their RDEI development</p>	<p>Increased COE, department, program, and unit conversations and prioritizing of RDEI principles, visions and translation into teaching, research and service</p> <p>COE administration and leadership aligned with RDEI priorities</p> <p>Aligned department, program and units with College supported RDEI Priorities</p>	<p>Defined principles and visions within departments, programs and units</p> <p>Orientation meetings for COE directors and chairs to build their capacity to lead and support RDEI work</p> <p>Space to integrate and share RDEI successes and continuous strategizing</p> <p>Forum for sharing resources, examples, and strategies</p> <p>Increase in faculty research grants that include at least one RDEI Priority</p>	<p>Continually revise and updates on RDEI implementation, progress, collaboration opportunities, and outcomes</p>	<p>Revised syllabi development, course assignments, and student engagement</p> <p>Increased hiring and promotion aligned with RDEI</p> <p>Multiple and varied opportunities for RDEI learning opportunities across the COE</p> <p>Systems to deliberate, revise, and improve all COE, department, program and unit review of RDEI implementation and outcomes</p> <p>Increase in faculty research grants that include RDEI</p> <p>COE administration and department/unit leadership with increased RDEI leadership capacity</p>

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