

## UMSI Diversity, Equity, and Inclusion (DEI) implementation cycle and framework

This framework applies both to an annual cycle for implementing our DEI efforts and to specific DEI activities regardless of timing or scope. It aims to support accountability and transparency for DEI work at UMSI and our coordination with the University level DEI initiative.

**ENGAGEMENT:** Who is involved? Engagement represents involving diverse community members and colleagues and creating feedback loops at key points of a process or activity to broaden who is participating in discussions, activities, and decision-making.

**ACTION:** How are we enacting our goals? Action represents implementing activities, programs, and initiatives, implementing new policies and practices, and pursuing personal and collective education on diversity, equity, and inclusion topics.

**REFLECTION:** What was effective and what wasn't? Reflection represents efforts for assessment of progress against the goal and stated measures of success.

**ADJUSTMENT:** What will we do going forward? Adjustment represents decision making about priorities and plans for what we do and how we do it.

