



























**DEI Progress Report: Year 4**  
*for*  
**School of Information**







**August 2020**



Strategic Objective	Action Item	Progress	Icon	In-Progress Status
Increase diversity of students in all degree programs.	Continue developing and refining recruitment strategies and processes across all academic programs to promote diversity, equity, and inclusion, adjusting activity based on assessment of impact.	Complete		
	Assess initial impact of the planned trial removal of the GRE requirement for the PhD program.	Complete		
	Continue to build UMSI outreach efforts with an emphasis on community colleges and adding efforts for K12 Education outreach. Repeat the Community College Summer Institute and continue building a partnership with the Center for Educational Outreach.	Complete		
	Resume collaborations with the American Indian Higher Education Consortium and include Tribal Colleges in Outreach efforts.	Not Started		
	Assess effectiveness of current need-based aid and diversity focused scholarships for master's students; revise as needed and continue to actively promote need-based and diversity focused aid.	Complete		
Equitable assessment of each applicant in the admissions review process.	Continue to provide training to faculty and staff serving on academic program committees on avoiding implicit bias in admissions. Provide information to UMSI faculty and staff on implicit bias in admissions and our efforts to remove it.	Complete		
Develop clear lines of responsibility and accountability for promoting diversity in student applicant pools, establish policies and reporting procedures, and provide appropriate	Continue to engage UMSI faculty, staff and students in our efforts to promote diversity across all academic programs, and regularly seek input on new strategies, contacts, and methods to support diversity recruitment.	Complete		
	Continue to share outcomes of diversity recruitment, admissions, and yield with the UMSI community.	In Progress		Almost Complete
	Share stories and outcomes of students from many diverse backgrounds with alumni and donors to encourage funding for scholarships and student support.	Complete		
Continue to increase diversity of staff.	Continue to provide information and training to UMSI Human Resources Staff and UMSI Staff supervisors on diversity recruiting and avoiding implicit bias in the hiring process.	Complete		
	Continue using and refining the diversity focused hiring process and checklist.	Complete		
Increase diversity of faculty.	Continue to enhance efforts for ongoing cultivation of diverse candidates for faculty positions to enact a model of continuous faculty recruiting.	Complete		
	Continue requiring members of faculty search committees to complete STRIDE training.	Complete		
	Continue to actively and consistently apply guidance from STRIDE training in the recruiting and selection process.	Complete		

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	Gather input and insights from faculty and Presidential Postdocs recruited to UMSI in the past 3-4 years regarding their experience, why they chose UMSI, how we can continue to build our recruitment and retention efforts.	Not Started		
Create a teaching and learning environment that prepares students for careers in a diverse and global environment.	Continue collaboration with CRLT to engage faculty in individual consultations to review and discuss proactive inclusive teaching practices in terms of their course content, pedagogy and class environment.	Complete		
	Begin implementing small group discussion or other process for continued inclusive teaching support. Consider ways to infuse the student voice in this process.	Complete		
	Continue including DEI as a component of academic program charges and end year reports, including considering how it is represented in program goals/objectives, recruiting and admissions, and/or in academic policies and practices.	Complete		
	The Office of Professional and Community Engagement and the Office of Career Development will continue to integrate diversity, equity and inclusion into curricular and co-curricular offerings, policies and practices, and assessment activities. Particular focus will be given to incorporating DEI principles into peer coach orientation and training.	Complete		
Produce and disseminate faculty led scholarship related to diversity, equity and inclusion across its many dimensions.	Continue to provide faculty with information and resources on conducting community-based and social justice-oriented research.	Complete		
	Explore ways in which current UMSI DEI efforts and values might strengthen grant proposals where relevant, providing sample or template content.	In Progress		Just Started
	Repeat the iDEI Lightning Talks Event which features faculty and graduate student DEI related research along with staff led DEI projects. Consider partnerships with research teams or groups within UMSI, such as MISC., and other ways to enhance this work and explore ways to engage more undergraduate students.	Not Started		
	Continue sharing DEI related research, broadly defined, through UMSI news and public relations efforts to generate coverage at the University level and in the broader media, as well as internally through the DEI newsletter and the UMSI.life school newsletter.	Complete		
Promote participation in research by undergraduate and master's students from groups that are under-represented <input type="checkbox"/> including women, first generation college students and underrepresented minorities <input type="checkbox"/> to foster diversity in the next generation of scholars.	Continue to fund and administer the Research Experience for Masters Students (REMS) summer research program.	Complete		
	Continue to support mechanisms for multi-year follow up with UMSI research (REMS) and outreach (CCSI) program participants, tracking initial participation to future matriculation in undergraduate or graduate programs.	Complete		

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Encourage and support individual and school investment in DEI efforts and professional development.	Continue faculty and staff DEI goal setting; provide guidance and feedback to align individual goals in FARs and staff performance reviews with UMSI broader UMSI diversity goals.	Complete		
	Continue to encourage goal setting that extends individual growth and commitment to diversity, equity and inclusion.	Complete		
Raise awareness among faculty and staff of how behaviors, forms of expression, and other individual actions can result in a climate that is perceived as not inclusive. This requires a particular focus on inclusiveness for women (at all levels -- i.e., faculty, staff, students) and international faculty and students.	Continue to develop and implement an annual plan for DEI professional development for faculty, including: DEI onboarding during new faculty orientation.	Complete		
	Continue to develop and implement an annual plan for DEI professional development for faculty, including: STRIDE training for faculty serving on search committees.	Complete		
	Actively encourage and recognize faculty attendance at UMSI and UM DEI programs, events, and trainings.	Complete		
	Continue to develop and implement an annual plan for DEI professional development for faculty, including: Offer inclusive teaching guidance and support, individual consultations, and discussion groups.	Complete		
	Evaluate and adjust plan annually.	Complete		
	Continue to develop and implement an annual plan for DEI professional development for faculty, including: Support for faculty DEI goal setting.	Complete		
	Continue to develop and implement an annual plan for DEI professional development for faculty, including: A DEI presentation in at least one faculty meeting.	Complete		

Strategic Objective	Action Item	Progress	Icon	In-Progress Status
	Offer and promote professional development opportunities and information resources for faculty and staff that address implicit bias broadly and specific to marginalized groups including women, non-U.S. Citizens, underrepresented minorities, individuals with low-income background, LGBTQ individuals and individuals with disabilities.	Complete		
	Continue to develop and implement an annual plan for DEI professional development for staff, including: DEI onboarding meetings.	Complete		
	Continue to develop and implement an annual plan for DEI professional development for staff, including: Completion of "DEI: The Basics" online training.	Complete		
	Continue to develop and implement an annual plan for DEI professional development for staff, including: One or more DEI presentation at a staff meeting and other efforts for inclusive staff meetings.	Complete		
	Continue to develop and implement an annual plan for DEI professional development for staff, including: One all staff DEI workshop per year.	Not Started		
	Continue to develop and implement an annual plan for DEI professional development for staff, including: Including DEI in staff evaluation discussion and goal setting and providing financial support and/or work release time for attending DEI training and activities offered on campus or through professional associations.	Complete		
Raise awareness among PhD students of how behaviors, forms of expression, and other individual actions can result in a climate that is perceived as not inclusive by women, URM, LGBTQ, international, and disabled students.	Continue to develop and implement a plan for integrating DEI content into doctoral student professional development and student life programs. Emphasize avoiding implicit bias and leadership, including issues/topics related to marginalized groups including women, non-U.S. Citizens, underrepresented minorities, individuals with low-income background, LGBTQ individuals and individuals with disabilities.	In Progress		Halfway Complete
Raise awareness among Master's students (MSI) of how behaviors, forms of expression, and other individual actions can result in a climate that is perceived as not inclusive by women, URM, LGBTQ, international, and disabled students.	Continue to develop, implement and evaluate DEI content in MSI and MHI Orientations and student life programs. Emphasize avoiding implicit bias and leadership, including issues/topics related to marginalized groups including women, non-U.S. Citizens, underrepresented minorities, individuals with low-income background, LGBTQ individuals and individuals with disabilities.	Complete		

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Raise awareness among undergraduate (BSI) students of how behaviors, forms of expression, and other individual actions can result in a climate that is perceived as not inclusive for individuals or groups. Ensure that BSI students feel integrated into larger UMSI community.	Continue to develop, implement and evaluate DEI content in BSI Orientations and student life programs. Emphasize avoiding implicit bias and leadership, including issues/topics related to marginalized groups including women, non-U.S. Citizens, underrepresented minorities, individuals with low-income background, LGBTQ individuals and individuals with disabilities.	Complete		
Foster a climate and culture that supports students, staff and faculty holistically including work/life balance, wellness, and familial commitments. Foster mutual understanding across differences and work to institutionalize inclusion in UMSI's environment including policies, practices, programs and resource allocations.	Distribute UMSI 2019 Climate Survey Reports to faculty, staff, and students. Offer opportunities to discuss issues and themes identified in the reports in groups and individually. Gather input on priority actions and infuse these into DEI work in the current year and future year efforts.	Complete		
	Continue to offer information, resources, and programming that address mental health, wellness, and work/life balance for students, staff and faculty.	Complete		
	Continue to offer regular school level programming that supports DEI such as: iDEI Talks, Community Conversations, Thanksgiving hosting sign up, MLK Symposium Speaker, and Lunar New Year Event. Support these events through the UMSI Deans Office/ Asst. Dean for DEI, additional staff assisting with DEI, event and administrative support staff and in partnership with relevant student groups, staff units etc.	In Progress		Almost Complete
	Shift the DEI Committee to an advisory board format to better manage work load issues. Charge the Committee to continue administering funding and awards, and to continue a focus on promoting equity and inclusion. Engage the Committee in discussion of the School Climate Survey reports to help identify themes and priorities. Seek the Committee's input on school DEI events and activities, offering opportunities for involvement. Include DEI co-lead on committee in an ex officio position to promote communication and coordination with DEI efforts overall.	Complete		
	Convene a voluntary, short term task force to recommend actions to enhance inclusivity for individuals with disabilities and address barriers to accessibility.	In Progress		Somewhat Complete

Strategic Objective	Action Item	Progress	Icon	In-Progress Status
	Continue active communication with students, staff and faculty regarding avenues to voice concerns and address conflicts. Ensure the new UMSI web site and/or intranet includes clear information about conflict resolution paths and resources for students, staff and faculty.	Complete		
Educate our community on sexual harassment and misconduct in an effort to promote a safe and supportive environment for all members to work, learn, and thrive.	Encourage and support unit-level participation in mandatory training on sexual harassment and misconduct.	Complete		
	Explore opportunities for additional training and/or information resources.	Complete	