Diversity, Equity, and Inclusion Institutionalization (DEII)

The following items can be used to evaluate the level of maturity and institutionalization of the implementation of diversity, equity, and inclusion (DEI) initiatives at your institution of higher learning. Indicate the level using the following four-point scale:

1. *Not Present, but under consideration;* 2. *Emerging, but not yet acceptable;* 3. *Acceptable;* 4. *Exemplary; N/A. Not applicable*

I. Institutional Environment: Leadership and Infrastructure	1	2	3	4	N/A
1. Institutional mission, vision, or values that explicitly support DEI	☐	☐	☐	☐	☐
2. A well-articulated institutional definition of DEI	☐	☐	☐	☐	☐
3. Strategic plan that supports DEI	☐	☐	☐	☐	☐
4. Office or offices to promote DEI	☐	☐	☐	☐	☐
5. Documented commitment to DEI from institutional leadership	☐	☐	☐	☐	☐
6. Formal and transparent review of institutional history with respect to DEI	☐	☐	☐	☐	☐
7. Formal and transparent review of institutional context with respect to its DEI practices	☐	☐	☐	☐	☐
8. DEI agenda	☐	☐	☐	☐	☐
9. Influential and diverse committee or task force to review DEI policies and/or procedures	☐	☐	☐	☐	☐
II. Institutional Environment: Policies and Programs	1	2	3	4	N/A
1. Formal and transparent review of equitable campus safety, policing, and security practices	☐	☐	☐	☐	☐
2. Formal and transparent review of equitable campus social services and counseling programs	☐	☐	☐	☐	☐
3. Support for culturally relevant academic programs and centers	☐	☐	☐	☐	☐
4. Clear and transparent policies and procedures to address discrimination against students	☐	☐	☐	☐	☐
5. Clear and transparent policies and procedures to address discrimination against faculty	☐	☐	☐	☐	☐
6. Clear and transparent policies and procedures to address discrimination against staff	☐	☐	☐	☐	☐
7. Clear and transparent policies and procedures to address discrimination against administration	☐	☐	☐	☐	☐
8. Clear and transparent policies and procedures to address Title IX violations	☐	☐	☐	☐	☐

	1	2	3	4	N/A
9. Mechanisms for students to identify DEI challenges	☐	☐	☐	☐	☐
10. Mechanisms for faculty to identify DEI challenges	☐	☐	☐	☐	☐
11. Mechanisms for staff to identify DEI challenges	☐	☐	☐	☐	☐
12. Mechanisms for administration to identify DEI challenges	☐	☐	☐	☐	☐
13. Action plans to address DEI challenges (if none skip to item 16)	☐	☐	☐	☐	☐
14. Implementation of action plans to address DEI challenges	☐	☐	☐	☐	☐
15. Documented progress towards action plan goals to address DEI challenges	☐	☐	☐	☐	☐
16. Communication of policies, progress, and recommendations to address DEI goals to students	☐	☐	☐	☐	☐
17. Communication of policies, progress, and recommendations to address DEI goals to faculty	☐	☐	☐	☐	☐
18. Communication of policies, progress, and recommendations to address DEI goals to staff	☐	☐	☐	☐	☐
19. Communication of policies, progress, and recommendations to address DEI goals to administration	☐	☐	☐	☐	☐
III. Belongingness	1	2	3	4	N/A
1. Programming to develop unifying experiences	☐	☐	☐	☐	☐
2. Mechanisms to promote a sense of being supported, valued, and accepted	☐	☐	☐	☐	☐
3. Programming to build relationships among students	☐	☐	☐	☐	☐
4. Programming to build relationships among faculty	☐	☐	☐	☐	☐
5. Programming to build relationships among staff	☐	☐	☐	☐	☐
6. Programming to build relationships between groups (e.g., students, faculty, staff)	☐	☐	☐	☐	☐
IV. Faculty and Staff: Recruitment	1	2	3	4	N/A
1. Diversity training and development requirements for members of search committees	☐	☐	☐	☐	☐
2. Policies and procedures for increasing the diversity of a qualified applicant pool for all positions	☐	☐	☐	☐	☐
3. Methods to advance DEI goals regarding faculty recruitment and representation in **tenure-track** positions	☐	☐	☐	☐	☐
4. Methods to advance DEI goals regarding faculty recruitment and representation in **non-tenure-track** positions	☐	☐	☐	☐	☐

	1	2	3	4	N/A
5. Methods to advance DEI goals regarding **staff** recruitment and representation	☐	☐	☐	☐	☐
6. Methods to advance DEI goals in **administrative leadership** positions	☐	☐	☐	☐	☐
V. Faculty and Staff: Retention	**1**	**2**	**3**	**4**	**N/A**
1. Initiatives/programming to improve retention of diverse faculty	☐	☐	☐	☐	☐
2. Mentorship initiatives to improve retention of diverse faculty	☐	☐	☐	☐	☐
3. Startup compensation to address faculty equity	☐	☐	☐	☐	☐
4. Review and revision of tenure and promotion policies to address disparities in the context of DEI for faculty	☐	☐	☐	☐	☐
5. Initiatives/programming to improve retention of diverse staff	☐	☐	☐	☐	☐
6. Mentorship initiatives to improve retention of diverse staff	☐	☐	☐	☐	☐
7. Accommodations for faculty and staff as needed	☐	☐	☐	☐	☐
VI. Students: Admissions/Recruitment	**1**	**2**	**3**	**4**	**N/A**
1. Policies and procedures for increasing the diversity of the student applicant pool	☐	☐	☐	☐	☐
2. Analyses to advance DEI goals regarding student recruitment	☐	☐	☐	☐	☐
3. Formal and transparent review of the admissions process to ensure DEI	☐	☐	☐	☐	☐
4. Recruitment strategies that consider DEI (e.g., defined goals, policies, accountabilities, action items and/or success measures)	☐	☐	☐	☐	☐
5. Mechanisms to identify obstacles to admission of diverse students	☐	☐	☐	☐	☐
6. Initiatives/programming to address obstacles to admission of diverse students	☐	☐	☐	☐	☐
VII. Students: Retention/Persistence/Completion	**1**	**2**	**3**	**4**	**N/A**
1. Analyses to identify outcome gaps (e.g., completion of gateway courses, graduation rates) for diverse students	☐	☐	☐	☐	☐
2. Initiatives/programming to address outcome gaps for diverse students	☐	☐	☐	☐	☐
3. Mechanisms to identify obstacles to retention/persistence and completion for diverse students	☐	☐	☐	☐	☐
4. Initiatives/programming to address obstacles to retention/persistence and completion for diverse students	☐	☐	☐	☐	☐
5. Mentorship initiatives to improve retention/persistence of diverse students	☐	☐	☐	☐	☐

	1	2	3	4	N/A
6. Professional development for faculty in understanding the experiences of diverse students in their classrooms	☐	☐	☐	☐	☐
7. Professional development for staff to support retention of diverse students	☐	☐	☐	☐	☐
VIII. Students: Student Support	**1**	**2**	**3**	**4**	**N/A**
1. Methods to advance DEI goals regarding student leadership	☐	☐	☐	☐	☐
2. Initiatives/programming to address DEI goals for student leadership	☐	☐	☐	☐	☐
3. Review of the inclusivity of co-curricular services at the institution	☐	☐	☐	☐	☐
4. Policies and procedures to advance the inclusivity of co-curricular activities at the institution	☐	☐	☐	☐	☐
5. Support for culturally relevant student organizations and initiatives	☐	☐	☐	☐	☐
6. DEI trainings and development opportunities for student group leaders	☐	☐	☐	☐	☐
7. DEI trainings for administrators who serve as advisors to student organizations	☐	☐	☐	☐	☐
8. DEI trainings for academic advisors	☐	☐	☐	☐	☐
9. Student affairs mission/value statement that explicitly supports DEI	☐	☐	☐	☐	☐
10. Student affairs strategic planning process that considers DEI	☐	☐	☐	☐	☐
11. Culturally competent/relevant health and counseling services	☐	☐	☐	☐	☐
12. Academic resource centers to support learning	☐	☐	☐	☐	☐
13. Inclusion of student voice in administrative decisions involving DEI	☐	☐	☐	☐	☐
14. Mentoring programs for diverse students	☐	☐	☐	☐	☐
15. Accommodations for students as needed	☐	☐	☐	☐	☐
IX. Curriculum	**1**	**2**	**3**	**4**	**N/A**
1. Formal and transparent review of syllabi to ensure that DEI is considered	☐	☐	☐	☐	☐
2. Professional development for faculty to include diverse perspectives in the curriculum	☐	☐	☐	☐	☐
3. Instructor and teaching assistant training in inclusive teaching practices	☐	☐	☐	☐	☐
4. Systematic review of course and/or program assessments for DEI	☐	☐	☐	☐	☐

	1	2	3	4	N/A
5. Formal and transparent evaluation of program curricula to identify issues in DEI	☐	☐	☐	☐	☐
6. Policies and procedures to include student voice in decisions regarding curricular changes	☐	☐	☐	☐	☐

X. Budgetary Policies and Procedures	1	2	3	4	N/A
1. Adequate fiscal support and staffing for DEI initiatives	☐	☐	☐	☐	☐
2. Analyses to ensure equitable compensation/benefits	☐	☐	☐	☐	☐
3. Resource allocation for support of DEI training and development (e.g., workshop development, stipends, release time)	☐	☐	☐	☐	☐
4. Institutional advancement/fundraising initiatives focused on DEI	☐	☐	☐	☐	☐
5. Financial aid support and services for diverse students	☐	☐	☐	☐	☐
6. Review of inclusive financial aid policies and procedures	☐	☐	☐	☐	☐

Overall DEI Rating

On a scale from 1 to 10, with 10 being the highest level of institutionalization, what is your overall rating of the institution's diversity, equity, and inclusion?

1	2	3	4	5	6	7	8	9	10
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

What are the three most effective DEI initiatives at your institution?

What has been most challenging in your institution's DEI work?

Are there any DEI initiatives at your institution that are not included in this questionnaire?

Demographics

What is your institution type?
Two-year public
Two-year private
Four-year public
Four-year private

Are you a minority serving institution? If yes, what kind? (Select all that apply)
No, my institution is not a minority-serving institution
Yes, AANAPISI
Yes, HBCU
Yes, HSI
Yes, Other (Please specify:_____)

What percentage of your institution's students are first generation college students?
(Open-ended item)

What percentage of your institution's students are Pell eligible?
(Open-ended item)