



PLANNING QUESTIONS FOR DEI LEADERS: POSSIBLE NO RETURN TO CAMPUS IN FALL 2020

Comprehensive Questions
<ul style="list-style-type: none"> • How do we ensure that DEI is still a priority in a time of reduced budgets because of COVID-19? How do we ensure that financial resources are allocated to DEI and digital education to ensure that culturally responsive teaching, sense of belonging and culturally competent abilities are financed as a part of the digital movement that is happening now?
<ul style="list-style-type: none"> • What committees need to be formed to operationalize strategies (faculty senate, staff senate, governance, etc.)?
<ul style="list-style-type: none"> • Are there key local, state, regional or national stakeholders (such as faith-based agencies, local government, cultural/community-based centers, social services, etc.) that we should consider when developing our strategies?
<ul style="list-style-type: none"> • How will policies for a no-return campus impact the most vulnerable faculty, staff and students? Are there differential impacts based on identity, such as religion, sexual orientation, race, ethnicity, socio-economic status, and more?
<ul style="list-style-type: none"> • What do we need to do to develop a town-gown or community strategy that can align the campus with the surrounding community?
<ul style="list-style-type: none"> • How do we continue to address issues of food insecurity in a virtual environment?
<ul style="list-style-type: none"> • How do we deliver health and wellness services to faculty, staff and students experiencing secondary trauma in a virtual environment? What additional services will faculty, staff and students need in response to the impact of COVID-19?
<ul style="list-style-type: none"> • How can we create a central repository for emerging new policies and promising practices (teambuilding, supervising, advising, etc.)? How will we evaluate and assess our practices?
DEI Virtual Community Needs
<ul style="list-style-type: none"> • How are we working with service providers in the state (e.g., power and Internet companies) to ensure faculty/staff/students have access to Wi-Fi capacity for online learning and working?
<ul style="list-style-type: none"> • How will campus onboard new hires with a specific focus on minoritized groups?
<ul style="list-style-type: none"> • How will virtual mentoring programs operate?
<ul style="list-style-type: none"> • How are we supporting faculty and requiring them to participate in ongoing professional development to better understand students' situations and teach/assess students equitably and inclusively?
<ul style="list-style-type: none"> • How can we create online affinity groups for faculty, staff, alumni and students?
<ul style="list-style-type: none"> • How do we continue to build our campus's DEI capacity via online training?
<ul style="list-style-type: none"> • How can we build community spirit virtually?
<ul style="list-style-type: none"> • How do we prepare the campus to return to on-campus life?
Student-Focused Questions
<ul style="list-style-type: none"> • How will the campus address DEI issues via campus orientation and first-year transitions?
<ul style="list-style-type: none"> • How are we making efforts to subsidize students' basic needs (distance food hubs and meal plans, medical and mental health services, financial insecurities, unsafe housing arrangements, etc.)?
<ul style="list-style-type: none"> • How will specialized orientation and bridge/transition programs for specific groups (Federal Trio programs, EOP, Posse, Student Athletes, etc.) operate in a virtual space?
<ul style="list-style-type: none"> • What academic policies must we revisit that could impact progress to degree completion?