





Sample Framework to Assess and Inventory Department Awareness and Progress of DI&E

Domain	Dimension	Assess progress	What supports or hinders progress?	What can help you even more?
Department Climate	Day-day support for inclusive work environment			
	Inclusive faculty meetings			
	Equitable and transparent decision making with attention to diversity			
	Equitable and transparent resource distribution			
	Transparent service			
	Support for socialization and networking formation			
	Recognition and awards			
	Talking about climate and norms and DI&E issues regularly			
	Chair attends professional development			
	Ally & Advocate within department			
	Mechanisms to support DI&E education of all colleagues (not just to women or minorities, etc.)			



Domain	Dimension	Assess your progress	What supports or hinders progress?	What can help you even more?
Recruitment and Hiring Diverse Faculty	Diverse Search Committees			
	Equipped Search Committees/ departments			
	Targeted Outreach 			
	Broad job descriptions			
	Campus Visit			
	Job Offer & Negotiating			
	Onboarding 			
	Monitor Progress 			
Retention of women and other underrepresented faculty 	Formal & informal mentoring			
	Leadership development			
	Constructive supportive feedback			
	Assist research agenda and funding development			
	Teaching development			
	Clear and equitable tenure and promotion criteria			

Other domains, dimensions and indicators available; this is a starter tool.