

UDC Priority	Key Performance Indicators
<p>1. Increase Workforce Diversity</p>	<p>KPI 1.1 Recommend that vice presidents and deans reflect on demographic data for their division/college, and report goals, strategies, and evidence of progress toward recruiting and retaining diverse faculty and staff by May 1; include findings in Seal of Excelencia application.</p> <p>KPI 1.2 Revise the Avoiding Bias in Hiring training based on current needs and best practices.</p> <p>KPI 1.3 Develop and recommend common language and best practices in equity-minded staff evaluations.</p> <p>KPI 1.4 Analyze recruitment diversity data throughout the tenure-track faculty search process for up to 10 previous recruitment cycles.</p>
<p>2. Campus Climate Considerations</p>	<p>KPI 2.1 Partner with Advancing Equity Action Teams (II A., C. & D.) to assess the Student Engagement Survey results and identify at least three key priority actions.</p>
<p>3. Social Justice, Diversity & Inclusion across the Curriculum</p>	<p>KPI 3.1 Audit campus allocations and expenditures of monies designated as Ethnic Studies funding.</p> <p>KPI 3.2 Compare expenditures of monies on Ethnic Studies programming used at other CSUs to identify strengths and gaps in programming at Chico State.</p>
<p>4. Equity, Diversity & Inclusion Communication Plan</p>	<p>KPI 4.1 Create a topic database and outreach plan for the “Did You Know?” campaign; send at least five “Did You Know?” communications by May 31.</p> <p>KPI 4.2 Partner with the Office of Equity, Diversity and Inclusion to revise the Equity, Diversity & Inclusion website to update content and improve user experience.</p>