**DEI Framework and Inclusive Excellence Plan Template (2020 DRAFT)**

The DEI framework serves as a guide for your Inclusive Excellence Plan (IEP). The IEP template should be viewed as flexible in order to serve and align with your department needs and priorities for diversity, equity, and inclusion. Not all department plans will cover each dimension of the framework. Although your department’s work may cross several areas. Where possible use data from existing data sets, surveys, and school/campus evaluation reports to substantiate your work and to measure change.

**Institutional Infrastructure**

Goal: Create and sustain an institutional infrastructure that effectively supports progress in achieving DEI goals in the University and SOM Strategic Plans.

| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person/Dept Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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**Access and Success**

Goal: To increase the diversity and success of our student body, faculty, trainees, and staff.

Objective 1:  To achieve increased enrollments of underrepresented and underserved student populations.

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person/Dept Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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Objective 2:  To increase the academic success of underrepresented and underserved student populations.

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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Objective 3: To increase the diversity and success of diverse trainees (residents, fellows, post docs).

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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Objective 4:  To increase the diversity and success of diverse faculty and staff.

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person/Dept Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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**Climate and Intra/Intergroup Relations**

Goal:  Create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations.

Objective: Create a climate that is supportive, respectful and that values differing perspectives and experiences (i.e., climate assessments, workshops, trainings, programs).

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person/Dept Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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**Curriculum and Scholarship**

Goal:  Engage students, faculty, staff, and trainees in learning and scholarship (research, teaching, service, clinical practice) that integrates social justice with anti- racist components that promote equity and the reduction of disparities.

Objective 1: Increase the multicultural competencies and capacities of faculty, staff, students, and trainees to promote health equity and reduce health disparities

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person/Dept Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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Objective 2:  Engage key leaders and stakeholders in implementing efforts that address systemic institutional change (i.e., applying a DEI lens to hiring practices, promotion, evaluations, accountability to attend trainings, or how we address mistreatment in the work and learning environment)

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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# Community Engagement

Goal: Provide leadership that connects diverse people and groups in and outside the organization by establishing partnerships that promote positive system change and reduce bias, alienation, and decisions that have unintentional consequences on underrepresented and vulnerable groups.

Objective 1: Provide collaboration in diversity, equity, and inclusion efforts within and between departments or groups to optimize and synergize efforts to support diverse underrepresented populations.

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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Objective 2: Increase outreach to historically and underserved/diverse populations throughout the state to increase UNC’s impact academically, psychosocially, and/or financially.

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| **Initiative/Action Item with timeline** | **Completed Initiative/Action Item** | **Metrics (baseline and current)** | **Person Responsible**  | **Expenditures (note if funding from OIE, SOM, or department)** |
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**Request for Inclusive Excellence Funding**

| **Initiatives/Action Items and Timeline** | **Justification & areas to partner** | **Metrics**  | **Responsible Dept /Process Owner** | **Anticipated Costs** | **Funding Requested** |
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| **Total** |  |  |  |  | **$** |