

An Update on Phase 1 Progress

Prepared by the EDI Working Group Co-chairs

November 3, 2020

Since July, the SJU EDI Working Group meetings have generated some excellent discussions, leading to action items that have focused on engaging key internal and external stakeholders and the completion of our Phase 1 tasks.

Due to challenges presented by COVID-19 in relation to finalizing the membership of our working group, we have adjusted our original timeline to complete our Phase 1 work. We will continue to “*take an inventory of current EDI initiatives at SJU, identify current institutional strengths and challenges, review promising practices, and formulate baseline recommendations to be used in the development of SJU’s action plan*” as we move toward a December 31, 2020 completion deadline.

We are pleased to share the following accomplishments and work in progress to date:

..take an inventory of current EDI initiatives...

- The group started consultations with and has sought feedback from students, faculty, and staff, as well as other key external stakeholder groups, on current EDI initiatives and practices. A survey is being developed to formally reach out to these groups.
- Our working group Student Reps have started a peer-to-peer [EDI Instagram account](#) to provide updates on our work and to engage with other students.

...identify current institutional strengths and challenges...

- We have had robust group discussions regarding: 1) SJU Hiring Systems and Practices, 2) SJU Curriculum and Programs, and 3) Outreach, Recruiting, and Marketing at SJU.
- Group discussions regarding Facilities and Campus Culture are scheduled for upcoming meetings.

...review promising practices...

- We are exploring ways to compile meaningful and measurable data, which will be used in formulating success indicators.
- An environmental survey of promising EDI practices in other universities has been conducted.
- The entire EDI Working Group has committed to actively pursue new learning opportunities related to Equity, Diversity, and Inclusion.

...formulate baseline recommendations to be used in the development of SJU's action plan.

- The group is assembling information to prepare a final report to the President. It will contain recommendations that will form the basis of an SJU EDI action plan that will be prepared by the President's Advisory Group in winter 2021.