Hello All,

Just a reminder that Kevin would like for you to **submit measurable deliverables around diversity,equity and inclusion initiatives for your respective schools and units by August 3rd**. Specifically, he is looking for your response to three unit questions:

1. What are the strengths and weaknesses of Carolina's scholarly, co-curricular, administrative and service efforts to identify and eliminate structural racism on our campus and beyond?
2. What should we be doing/what can you do to stand against structural racism and stand for equity within our/your school/unit?
3. How can we learn from and partner with other schools/units, institutions, organizations or communities in the region to be agents of change against structural racism?

I am going to be compiling these responses for Kevin prior to the Joint Cabinet meeting on Tuesday, so please copy me with your submission (elizabeth.williams@unc.edu).

Thanks for your help.

Elizabeth Williams
Assistant to the Chancellor

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Strategic Initiative 1: Build Our Community Together

Build our community – rich in backgrounds and experiences – where all work together toward a common goal of creating a more diverse, equitable and inclusive community

Objective 1.1. Together create conditions on campus that enable each other to thrive and feel like we all belong

Strategic Opportunities

- Reimagine the role and structure of the University Office for Diversity and Inclusion
- Establish the UNC-Chapel Hill Commission on History, Race and A Way Forward
- Develop and deliver a series of campus/community seminars on the topic of anti-Semitism
- Launch new shared learning initiatives that focus on history, race, reckoning and the South
- Make strategic investments in culture and identity centers at the University
- Promote cultural events and celebrations broadly on campus and encourage attendance

Objective 1.2. Enhance the educational benefits of diversity and inclusion through effective retention, recruitment and enrollment

Strategic Opportunities

- Sustain the work of the Provost's Working Group on the Educational Benefits of Diversity and disseminate the results of the assessments
- Engage the University community — students, faculty and staff, as well as alumni and supporters — in discussion and discovery of the rich diversity of the student body, as a means of fostering community, dispelling stereotypes, and enhancing understanding and dialogue
- Enhance recruitment and enrollment experiences to foster a sense of belonging and equity in achievement across different populations
- Develop paths for UNC-Chapel Hill's international students to enable them to contribute to building our community and enriching the community together
- Explore innovative approaches to admissions and evaluate its capacity to foster excellence and help the University provide the educational benefits of diversity

Objective 1.3. Prioritize diversity, equity and inclusion, in teaching, research and service as well as in hiring, evaluation and promotion

Strategic Opportunities

- Systematically evaluate the University's current diversity training programs, assess best practices in diversity training, evaluate contemporary instruments to support diversity training and develop a strategy to implement and execute diversity training at UNC-Chapel Hill
- Develop leadership pathways and mentoring for underrepresented faculty who aspire to assume leadership roles within higher education
- Develop strategies to recruit and retain diverse faculty, staff and students
- Reevaluate and rename the University's waivered hiring program (formerly Targeted Hiring Program) to the VITAE Program (Valuing Inclusion to Attain Excellence)