University HR Update: Embedding DEI in HR Practices

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Definitions

Diversity  
Equity  
Inclusion

Representation  
Opportunity  
Value

https://diversity.uiowa.edu/resources/dei-definitions
Culture of Belonging

Belonging is the feeling of *security and support* when there is a sense of *acceptance, inclusion,* and *identity* for a member of a certain group.

https://diversity.cornell.edu/belonging/sense-belonging
Embedding DEI

Academics

Research

Patient Care

DEI
Embedding DEI

DEI

Academics

Research

Patient Care
Who benefits from this policy/process?

Who does not benefit?

How does this policy/process create barriers?

How can we remove barriers?

Whose input have we considered?
UI Strategic Plan

- Excellence in teaching and learning
- Innovative research and creative discovery
- Welcoming and inclusive environment
- Holistic well-being and success
- Transformative societal impact

https://strategicplan.uiowa.edu/
Embedding DEI in HR Practices: 2020-2022

- Recruitment
- Assessment
- ADA Accommodation Fund
- Development
Embedding DEI in HR Practices: Current Projects

- Mapping Employee Lifecycle
- Exit Surveys
- Policy Reviews
- Development

University Human Resources
UI Resources

- DDEI
- UI BUILD certificate
- DEI Style Guide
- Path to Distinction
- BeMindful Calendar
- LinkedIn Learning

https://diversity.uiowa.edu/resources
https://provost.uiowa.edu/path-distinction