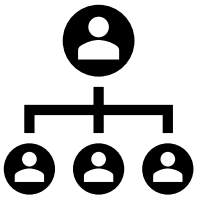
UI Staff Council

University HR Update: Embedding DEI in HR Practices

Jan Waterhouse, University Human Resources

January 11, 2023

Definitions



Diversity

Representation

Equity

Opportunity

Inclusion

Value

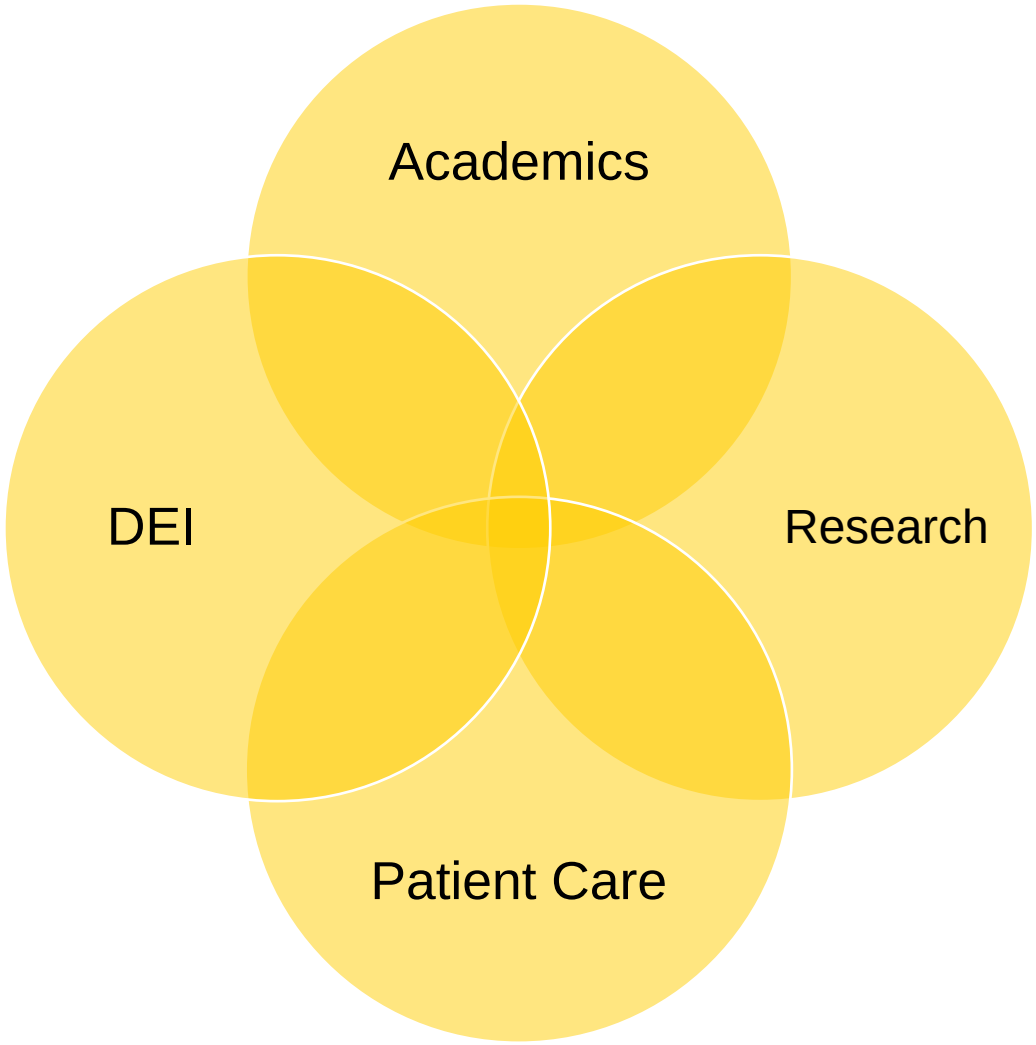
https://diversity.uiowa.edu/resources/dei-definitions

Culture of Belonging

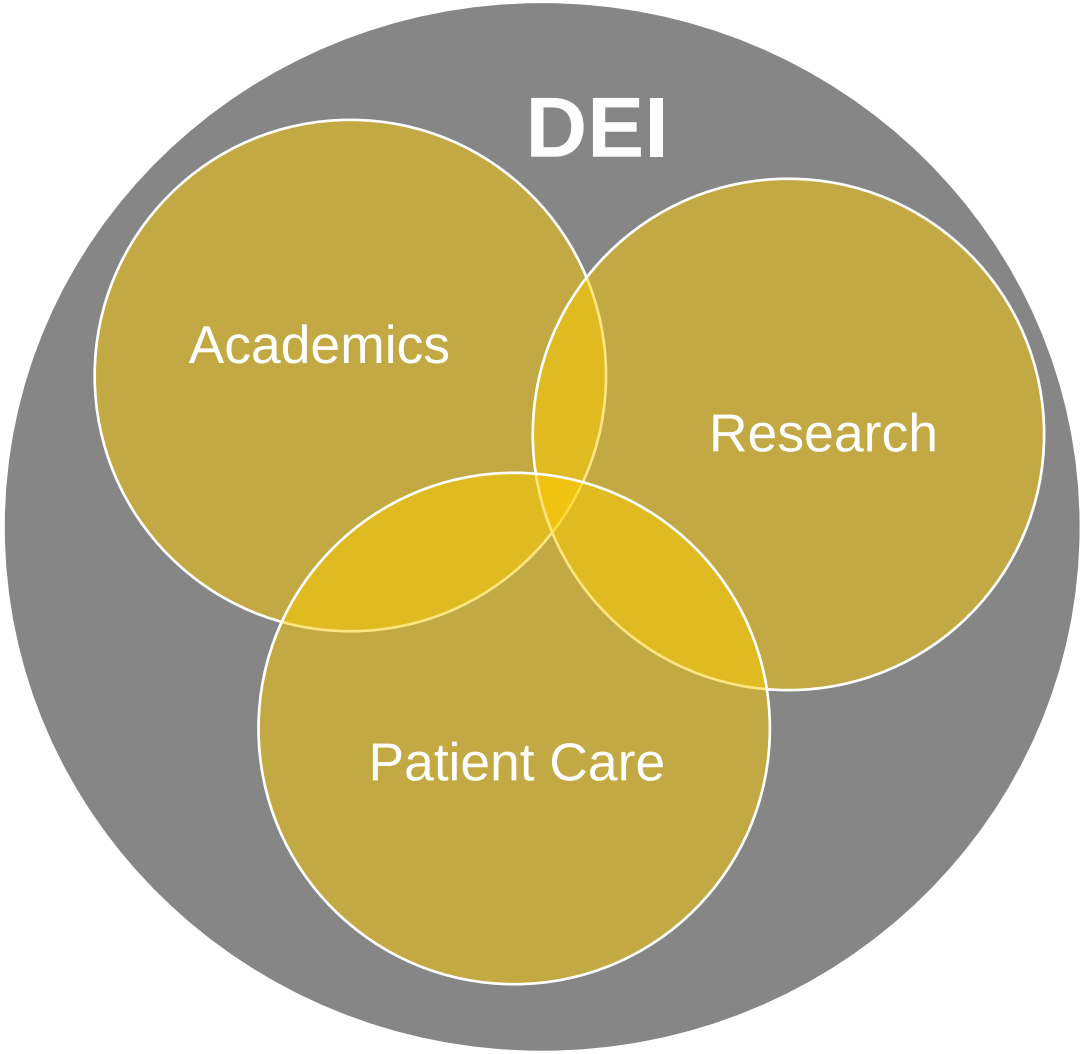
Belonging is the feeling of
security and support
when there is a sense of
acceptance, ***inclusion***,
and ***identity***
for a member
of a certain group.

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

Embedding DEI



Embedding DEI



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

ADA Accommodation Fund

Assessment

Development

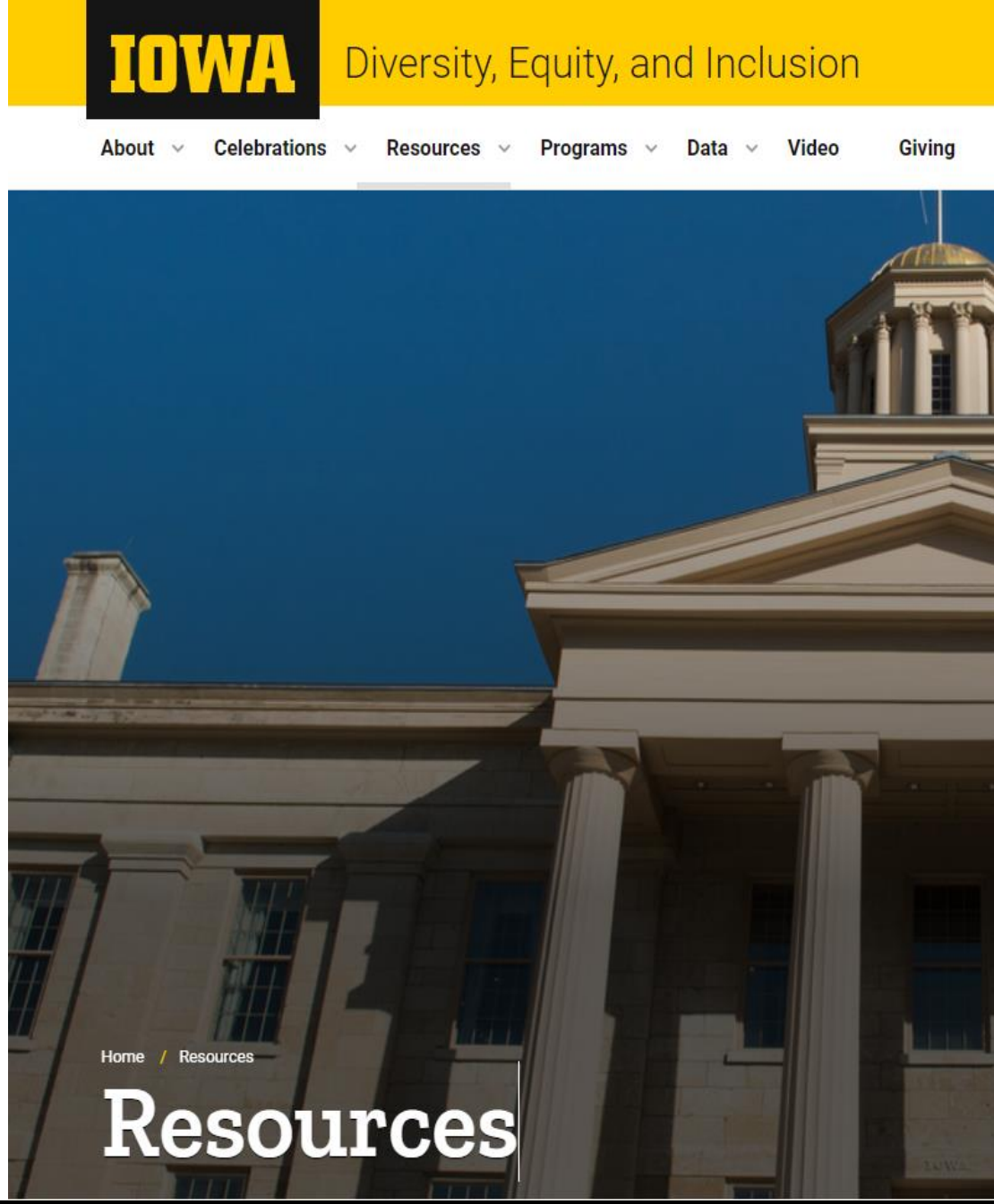
Embedding DEI in HR Practices: Current Projects

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

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



IOWA