

DePaul University Staff Council

Vision and Action Plan for Diversity, Mission, Inclusion and Accessibility

Vision:

In accordance with the DePaul University mission statement: “Guided by an ethic of Vincentian personalism and professionalism, DePaul compassionately upholds the dignity of all members of its diverse, multi-faith, and inclusive community,” the DePaul University Staff Council is committed to dismantling systemic oppression in our institution. Our vision is of a DePaul University where there is well-being, equity and solidarity for all parts of our community. We imagine a vibrant and inclusive university environment that celebrates diversity in all its forms. Our aim is to change policies, structures, and attitudes working toward equality and an equal distribution of power, privileges, and rights.

Staff Council Commitments:

1. Make space to discuss and learn about diversity and inclusion
 - a. The Diversity, Mission, & Inclusion (DMI) Committee will coordinate with, promote and support the Office of Institutional Diversity & Equity (OIDE), Employee Resource Groups, and any others doing this work to take actions that will support diverse populations at DePaul.
 - b. The DMI Committee will hold quarterly office hours to discuss and hear concerns regarding diversity and equity with staff.
 - c. The DMI Committee will champion diversity, equity and inclusion at Staff Council, ensuring that all decisions are considered through a DEI lens.
 - d. The DMI Committee will update reading resources annually.
2. The Membership and Elections Committee will actively advocate for diverse populations for Staff Council candidacy.
 - a. Conduct bi-annual review of Staff Council demographics compared to staff as a whole
3. The DMI Committee will invite Employee Resource Groups representatives to Staff Council Meetings.
4. The DMI Committee will provide updates on DEI initiatives including event notifications through the Staff Council newsletter.
5. Staff Council will review our processes with a diversity lens and will rewrite them to ensure that Staff Council actions are taken with considerations of bias.
6. The DMI committee will report to the Staff council at the final business meeting of the academic year regarding progress on the steps above.

Staff Council Planned Advocacy:

1. Advocate for a racial and gender equity study of staff salaries.
2. Advocate for anti-bias training for the DePaul Applicant screeners
2. Advocate for more inclusive job posts, allowing experience to qualify in every staff position and using diversity of life experience as a positive qualification.
3. Advocate for unconscious/implicit bias training to occur at DePaul Orientation.

Sources:

<https://hbr.org/2016/07/why-diversity-programs-fail>

<https://ilr.law.uiowa.edu/print/volume-103-issue-4/accountability-as-a-debiasing-strategy-testing-the-effect-of-racial-diversity-in-employment-committees/>

<https://hbr.org/2020/06/restructure-your-organization-to-actually-advance-racial-justice>

<https://www.theatlantic.com/business/archive/2015/03/how-to-make-your-company-less-sexist-and-racist/388931/>