

### Background

**Diversity, Equity, Accessibility and Inclusion (DEAI)** efforts at the UNM COP have demonstrated growth and expansion over the past 4 years.

- These efforts are seen by leadership as **important** and **necessary** efforts across all the mission areas of the College.
- The Dean's Executive Leadership Committee (DELC) created a **new administrative position** of Director of DEAI and 3 years later Assistant Dean of DEAI to serve as the point person for College participation in DEAI efforts.
- Faculty demonstrate being **active participants** in creating a space of belonging for all faculty, staff and students.

### Organizational Culture Change

Behaviors for supporting for DEAI action:

1. Establish a committee representative of diverse groups in the College including Faculty, Staff and Students.
2. Work with College leadership to develop a process for all College learners to express concerns related to a just and equitable academic environment.
3. Develop a faculty and student recruitment plan that will identify and attract applicants that build College diversity.
4. Facilitate discussions to revise College vision and mission statement to support DEAI values.
5. Implement a standardized annual evaluation plan for reporting faculty and chair DEAI efforts.
6. Utilize and further develop and existing COP Strategic Planning Standard 6 (Promote open communication, trust, inclusion and advocacy.)
7. All committee members have actively participated in modeling and demonstrating being an active learner of DEAI values.

### Acknowledgements

We would like to acknowledge every person who makes up our community at the University of New Mexico College of Pharmacy. We are a group of passionate and genuine individuals who demonstrate a skillful willingness to engage excellence and explicitly foster an environment that establishes a sense of belonging for all students, staff and faculty.

## Identity with us, ours and we over I, mine, me:

The Belonging Campaign:



Serving marginalized communities:



All Things Art:



Centering student voices:



HSC Campus Climate Survey:



Student representation at legislature:



### Strategic Planning

Strategy • Tactic • Metric • Milestone • Tasks

**Goal 6** Promote open communication, trust, inclusion and advocacy

**Strategy 6.1** Promote a climate and culture of inclusive excellence

**Tactic 1** Grow and sustain relevance of COP DEAI leadership within the COP and HSC  
**SMART Metrics:** Active collaboration with HSC Inclusive Excellence Council (IEC); Active engagement with HSC Culture and Climate assessment; AACP EDI participation with COP general representation.

**Tactic 2** COP leadership will collaborate on quality improvement of faculty and staff intrapersonal DEAI related development in personal mission areas.

**SMART Metrics:** Implement a standardized annual evaluation plan for reporting faculty and chair DEAI efforts.

**Tactic 3** Create opportunities for all COP members to impact COP processes, practices, and policies with inclusive standards.

**Tactic 4** Develop opportunities to foster belonging culture for, with and among COP community.

**Strategy 6.2** Ensure recruitment, hiring, annual review and promotion processes that attracts and values diversity.

**Tactic 1** Implement a hiring and promotion process to sustain a hiring system that demonstrates value for diversity of both internal and external candidates.

**Tactic 2** Describe current state of internal support for non-tenure track faculty members with interest in gaining research and teaching positions.

