Initiative Title: Develop and Implement a Campuswide Policy on Mandatory Equity Advocate Training and Ensure Inclusion of an Equity Advocate on all Search Committees
Initiative: IEAT 2.2 and 2.3
Lead: William DeGraffenreid, Angella Portillo
Date: Feb 19, 2024

A. **OVERVIEW: Respond briefly (about 50-75 words per answer) to each of the following questions.**

1. **Purpose:** What is the problem being addressed through this initiative?

   To ensure equity-minded hiring practices are embedded across campus.

2. **Goals:** What are participants trying to achieve? (Feel free to include objectives – i.e., smaller, measurable steps along the way toward achieving larger goals.)

   By ensuring that individuals with specific equity-minded training are on all (most) search committees, we can ensure that we are implementing best practices to ensure that our process does all that it can to ensure access to our positions.

3. **Metrics/Data for Evaluation:**
   a. What metrics will you use to evaluate achievement of this initiative's goals?
   b. What data will be necessary for determining impact?
   c. How and when are these data being collected?
   (Feel free to connect with Matt Zivot, Director of Institutional Research, for assistance in thinking through how to convert your initiative's goals into measurable outcomes.)

B. **STATUS: Again, please respond briefly to each of the following.**

1. **Progress:** Has progress been made on this initiative this semester? If so, please describe.

The Fall 2023 semester has brought forth a more developed training program for a) new Equity Advocates and b) returning advocates. This online module offered in Canvas provides more asynchronous training so that less time-challenging in-person training is required. It also facilitates tracking and discussion among EAs. As of January 2024, this is in final testing and we plan to roll out with our call for new EAs later this spring.

We have continued to meet with existing EAs to learn what is working and what isn't. We do this to not only grow the course, but also to demonstrate that we are committed to provide the EAs with support when they encounter issues during a search.

2. **Evaluation:** What have you learned thus far? How do you know what you have learned?

3. **Continuation:** Should this initiative continue beyond 2023-24, in your view? Why or why not?

Yes, this should be continued, but to do so will require an ongoing funding stream. We believe we are approaching the end of the seed funding.

4. **Future Needs:** If your answer to #3 was yes, are ongoing funding or other resource needs required for this initiative beyond 2023-24?

A faculty-member to serve as EA lead will require, minimally, 3 WTU/semester of assign time and some days of additional employment in the summer and winter (5 and 3 respectively). As the program grows, it may need to expand beyond this as the workload scales with the # of searches due to the increased need for EA slots.

5. **Other:** Is there anything else about this initiative that you would like to add? (e.g., Have new questions or opportunities come up through your experience in leading this initiative?)

Over the last three years, we've largely matched the number of EAs with the number of searches. We have not had as robust a pool as we might. That is somewhat concerning as we look to grow this program. It is not clear how staff will be incentivized to become EAs or if MPPs will be required to do this. Policies in HR need to be updated to allow for inclusion of EAs in MPP and staff searches. The challenges with implementing this for lecturer searches also exists, but an "easy" resolution to this would be to require all Department Chairs to have this training.