COE Diversity, Equity, and Inclusion Professional Development Models for Vote

As part of their engagement around the 2021 strategic focus areas, the COE Diversity, Equity, and Inclusion (DEI) committee has identified a short list of concrete ways to make DEI professional development (PD) opportunities easier to access by the COE community. The objective of this focus areas is threefold: (a) to determine a workable pathway that allows COE community members to engage with content in the areas of equity, inclusion, and diversity; (b) to contribute to enhancing the climate in the college through shared learning and practiced discourse, and (c) to provide individual COE community members a clear pathway to document and record their individual participation as a component of the college's overall journey. The COE DEI committee has described four potential models for making PD access easier in the college. Each model has certain limitations and benefits but all are designed to ensure individual agency can continue in spite of the college's involvement. We seek your input to move forward with articulating the model that is the "best fit" for our college.

Action Requested: Please review the four model options below and indicate your selection using the Qualtrics survey shared here COE DEI Professional Development models_vote

- Model 1 **Extended Options**: Extended menu of professional development options.

  o **Description:** In this model, the College of Education DEI website will host a consolidated varied menu of DEI-based PD options that are currently or readily available to COE faculty. This menu would be updated in regular intervals as some of the content stabilizes and other content is replaced. The menu would be created from:
    - Existing free University of Oregon PD opportunities
    - Existing PD options offered by faculty in the College of Education, and
    - Free PD options that are readily available online outside of the University of Oregon (including recommendations supplied by faculty and staff)

  o **Participation:** In this model, faculty and staff would self-select into a PD session or series based on their own need(s) and would record their participation via an individual digital "participation card*". Faculty and staff may elect to participate *publicly* (by signing up as part of a listed cohort -- to facilitate opportunities for ongoing discussion and group processing) or *privately*.

  o **Long term side note:** Over time, the extended list of professional development options would be restructured and reconstructed based on COE-user feedback.

- Model 2 **Curated Options**: A curated list of specifically recommended COE-climate options would be selected by a qualified team in consultation with larger faculty and staff. Individuals and or groups would participate voluntarily in a cohort model.

  - o **Description:** In this model, the COE would identify or purchases limited slots for a short list of 3 – 5 existing DEI-based PD opportunities that are available either within the college, at the university level, or via online resources.

  - o **Participation:** Faculty and staff can elect to participate *publicly* (by signing up as part of a listed cohort -- to facilitate opportunities for ongoing discussion and group processing). Individuals may also participate independently but in doing so may miss out on certain opportunities for collective discourse around the content. Participating members would record their participation via an individual digital participation card.

  - o **Long term side note:** Over time, the list of curated professional development options would be augmented and adjusted with other available options that align with the general community's needs.

- Model 3 **Self-directed model**: Self-determined.

  - o **Description:** In this model, individual members of the college self-identify and/or self-select DEI-based professional development opportunities. Individuals can submit the activities they are pursuing to be posted to a community repository for others to reference professional development opportunities.

  - o **Participation:** Faculty and staff can elect to participate *publicly* or *privately* (but would record their participation on an individual digital participation card).

  - o **Long term side note:** Over time, favored professional development options submitted by COE faculty and staff to the group repository can be consolidated and made available to the college via an online service for more systematic COE community participation.

- Model 4: Senate model
  - **Description:** The college will review the Senate-developed system of DEI-based equity trainings once developed and either adopt or customize for the COE community.

  - **Participation:** Faculty and staff can elect to participate *publicly* or *privately* (by maintaining their participation on an individual digital participation card). Participants can arrange and create COE discussion groups to facilitate a COE-shared learning community.

  - **Long term:** Over time, the college would implement a set of professional development options designed to supplement the Senate's training options.

*Documentation of Participation:

It is our hope that once a model is determined as functional for contributing to our college's climate needs that the COE community can follow shared governance procedures to jointly determine the functions that participation in this system may serve in our college -- including whether there is a place for using documentation of participation in performance evaluation or other similar accountability mechanisms. For example, UO currently requires faculty to document DEI engagement and work at the time of annual performance evaluations.

End Notes:

- As the COE engages in these early efforts to facilitate PD opportunities, <u>we invite constructive course-corrective, discourse</u> that drives us towards a unified goal.

- <u>No single model is intended to override an individual's agency</u> in selecting and self-directing a more rigorous or targeted course of self-improvement. Self-directed PD will be an option in each model.

- This is one element in an extended portfolio of activities dedicated to continuously improving the climate in the COE. <u>We acknowledge that no single activity will be sufficient to repair</u> a history of harm.