

DEI Programming Outcomes & Assessment Plan

Diversity, Equity, Inclusion Events, Programs, & Trainings Goals:

Diversity, Equity, and Inclusion programming can have different formats such as events, trainings, celebrations, series, and workshops. A major part of DEI programming is creating clear goals/outcomes and developing an assessment plan to ensure those goals and outcomes have been met. Below is a brief guide on how to create clear outcomes that are tied to the UCCS DEI Strategic Framework and examples on how to create an assessment plan to highlight your program's impact across campus.

The first step in creating clear DEI outcomes/goals is identifying the type of DEI program that will be created. The Office of DEI Education and Outreach has specified three core types of programs; DEI Educational Events, DEI Educational Programs, and DEI Educational Trainings. In this resource guide, you will find outcomes and assessment plans for all three types of programming.

1. **Diversity, Equity, Inclusion (DEI) Educational Event** creates the opportunity for individuals to experience diverse cultural and social identities, build awareness, and inspire individuals to learn more.

Example: festivals, potluck, celebrations, social gatherings

DEI Educational Event Goals/Outcomes:

- Create safe spaces that honor and affirm diverse identities on campus and the greater community.
 - *Strategic Framework Pillar 1, 2, & 4*
- Cultivate experiences for individuals to learn about other cultural and social identities.
 - *Strategic Framework Pillar 1, 2, 4, & 5*
- Connect with peers of similar experiences, backgrounds, and identities.
 - *Strategic Framework Pillar 1, 3, & 4*
- Craft experiences for individuals to learn about other cultural and social identities.
 - *Strategic Framework Pillar 2, 3, & 4*
- Build awareness around the importance of diversity, equity, and inclusion and celebrate the impact.
 - *Strategic Framework Pillar 1, 3, & 5*

DEI Educational Event Assessment Plan:

All DEI educational events will be assessed through a pre and post program survey. These assessments will measure the DEI educational goals outlined by the Office of DEI Education and Outreach and ensure training requirements are being met, determine any needed improvements, affirm successful elements of the training, and allow for additional feedback to improve the training.

The post-assessment survey will be administered through a Qualtrics survey at the end of the training. To ensure an optimal response rate, surveys will be emailed to participants after the training. This survey will consist of three (3) of which will pertain to assessing outcomes.

The questions will be:

Based on your event experience how would you rate...

1. Your knowledge and awareness of DEI topics?
 2. Your connection between your personal experiences and the DEI training content?
 3. Your understanding of DEI tools and resources needed to create actionable change?
- 2. Diversity, Equity, Inclusion (DEI) Educational Programs** showcase and elevate ongoing initiatives, research, or address community needs around DEI from a campus, greater community, and global standpoint. *Example: lecture, speaker series, ted talk, book club, listening session, community dialogue*

DEI Educational Program Goals/Outcomes

- Enhance attendees' knowledge on DEI related topics and inform them of DEI needs within the campus and greater community.
 - *Strategic Framework Pillar 2, 3, & 4*
- Create a space where individuals with shared interest can connect, network and discuss diversity, equity, and inclusion themed topics.
 - *Strategic Framework Pillar 1, 3, & 4*
- Provide opportunities for individuals to learn about other cultural/social identities and further engage in DEI initiatives.
 - *Strategic Framework Pillar 1, 4, & 5*
- Develop content that heightens cultural sensitivity among individuals.
 - *Strategic Framework Pillar 1, 2, 3, & 4*
- Cultivate an inclusive environment that promotes a sense of agency among all individuals that strengthen an individual's growth mindset about diversity, equity, and inclusion themed topics.
 - *Strategic Framework Pillar 2, 3, 4, & 5*

DEI Educational Program Assessment Plan

All DEI educational programs will be assessed through a post program survey. These assessments will measure the DEI educational goals outlined by the Office of DEI Education and Outreach and ensure training requirements are being met, determine any needed improvements, affirm successful elements of the training, and allow for additional feedback to improve the training.

The post-assessment survey will be administered through a Qualtrics survey at the end of the training. To ensure an optimal response rate, surveys will be emailed to participants after the training. This survey will consist of three (3) of which will pertain to assessing outcomes.

The questions will be:

Based on your training experience how would you rate...

1. Your knowledge and awareness of DEI topics?
2. Your connection between your personal experiences and the DEI training content?
3. Your understanding of DEI tools and resources needed to create actionable change?

DEI Educational Training is facilitated by a DEI professional with relevant and accurate knowledge of DEI topics that create interactive content that connects individuals and broadens their own perspectives, along with providing the tools to create DEI actionable change.
Example: trainings, interactive workshops, summits/conferences

DEI Educational Training Goals/Outcomes

- Create the opportunity for collaborative dialogue and interactive discussion that highlights the importance of cultural empathy and is inclusive of diverse voices.
 - *Strategic Framework Pillar 1, 2, & 4*
- Cultivate inclusive belonging by clearly defining principles of DEI that connects individuals and broadens their own perspectives.
 - *Strategic Framework Pillar 2, 3, & 4*
- Identify the intersections between daily experiences and DEI theoretical frameworks.
 - *Strategic Framework Pillar 2, 3, & 4*
- Provide skill building opportunities and tools needed to empower individuals to seek out campus and community pathways to create change.
 - *Strategic Framework Pillar 3, 4, & 5*
- Increase self-efficacy of individuals by highlighting how individual actions and capabilities can create positive change or influence.
 - *Strategic Framework Pillar 1, 3, & 5*

DEI Educational Training Assessments Plan

All DEI educational trainings will be assessed through a pre and post program survey. These assessments will measure the DEI educational goals outlined by the Office of DEI Education and Outreach and ensure training requirements are being met, determine any needed improvements, affirm successful elements of the training, and allow for additional feedback to improve the training.

The pre-assessment survey will be imbedded into a required Qualtrics survey and assessed using a 5-point Likert scale ranging from strongly agree, agree, neutral, disagree, and strongly disagree. Participants will complete the survey when registering for the training and complete it prior to the event. To ensure an optimal response rate, surveys will be available at the training check-in table for those who did not complete it prior to their arrival. This survey will consist of three (3) questions and will assess participants' understanding of DEI in relation to the training topic.

The questions will be:

Based on the training you are planning to attend how would you currently rate...

1. your level of knowledge on the topic that will be discussed in the training,
2. your personal connection to the topic that will be discussed in the training.
3. your understanding of resources available to you to create actionable change.

The post-assessment survey will be administered through a Qualtrics survey at the end of the training. To ensure an optimal response rate, surveys will be emailed to participants after the training. This survey will consist of three (3) of which will pertain to assessing outcomes.

The questions will be:

Based on the training you participated in, how would you now rate...

1. your level of knowledge on the topic that was discussed in the training,
2. your personal connection to the topic that was discussed in the training.
3. your understanding of resources available to you to create actionable change.

UCCS DEI Strategic Framework Pillars:

Pillar 1: Campus Culture of Belonging

Increase institutional agency and action toward a greater campus culture of belonging through inclusive practices, affirming social interactions, and socially just educational opportunities.

1. Incorporate multimodal evidence-based assessment strategies and data driven metrics in the development of college/division DEI implementation plans.
2. Enhance community engagement and awareness of support services/resources that center positive mental health and foster a greater sense of belonging.
3. Increase institutional capacity and social responsibility for DEI through socially just enrichment and educational opportunities

Pillar 2: Inclusion in Teaching, Research, and Service

Enhance UCCS's academic DEI infrastructure through innovative practices that promote inclusive pedagogy, culturally responsive teaching, and diversity in research and scholarship.

1. Promote inclusive learning and work environments through universal design principles and globally/culturally responsive practices.
2. Advance service opportunities that support ongoing development, implementation, and assessment of inclusive curriculum and pedagogy.
3. Improve access, engagement, and resources for scholars whose research centers DEI and social justice education.

Pillar 3: Diverse Student Access, Retention and Persistence

Increase access, retention, persistence, and graduation rates of marginalized, underserved, and/or underrepresented undergraduate and graduate students.

1. Advance and integrate inclusive practices to attract, enroll and retain diverse US and international undergraduate and graduate students.
2. Enhance and develop new pipeline programs and initiatives that promote greater awareness, support, and resources for diverse US, international, and military-affiliated prospective students.
3. Expand financial resources and scholarship opportunities that support greater access and affordability.

Pillar 4: Diverse Talent Foundation and Pathways

Increase diverse talent resources, opportunities for advancement and promotion, and retention strategies for marginalized, underserved, and underrepresented staff and faculty.

1. Develop and enhance socially just practices that recruit, develop, and retain marginalized, underserved, and underrepresented staff and faculty.
2. Promote inclusive search processes, holistic onboarding strategies, and greater professional growth and mentorship opportunities.
3. Foster transparent and equitable pathways for advancement, promotion, and tenure, including recognizing staff and faculty contributions that advance DEI strategic goals.

Pillar 5: Equity in Community Engagement and Partnerships

1. Enhance engagement and volunteer opportunities with community organizations that aim to advance a culture of inclusion and belonging.
2. Advance marketing and communications of DEI initiatives and efforts at UCCS to foster greater community awareness and engagement.
3. Build out supplier diversity initiatives and inclusive procurement practices that engage diverse businesses and organizations throughout the Pikes Peak region and state of Colorado.
procurement practices that engage diverse businesses and organizations throughout the Pikes Peak region and state of Colorado.