

Office of Equal Opportunity

- Produce and publish yearly affirmative action data that informs search committees and hiring authorities of applicant pool availability percentages and goals (<https://oeo.colostate.edu/affirmative-action/>) encouraging focused efforts on a broad advertising and recruitment strategy for searches. The affirmative action availability data also allows a search committee to understand if the percentage of females and underrepresented minorities in the applicant pool for the search in progress is acceptable through comparison to the availability in the affirmative action tables on OEO's website.
- Incorporate into all search presentations (search chair, search committee member, Equal Opportunity Coordinator, Diversity in the Search Process) information on unconscious assumptions and implicit bias in selection processes. This slate of presentations is offered each semester with the exception of the Equal Opportunity Coordinator session which is offered each fall.
- Developed and added to search presentation offerings a session focused on Diversity in the Search Process. This session was added in 2017 and addresses how to consider diversity in the search process and effectuate effective processes to increase diversity in the applicant and interview pools.
- The Equal Opportunity Coordinator (EO Coordinator) training was altered to address areas of concern raised and a requirement was added in 2018 that all new EO Coordinators must shadow an experienced EO Coordinator for a full search before serving as EO Coordinator.
- The Office of Equal Opportunity began in 2015 to hold yearly EO Coordinator Update meetings to raise trends and concerns with EO Coordinators and bolster the role of the EO Coordinator.
- The Office of Equal Opportunity entered into arrangements with Indeed.com, higheredjobs.com and DirectEmployers to advertise all CSU job openings in these three sources to increase the richness and diversity of applicant pools.

HR and EAP

- Expansion of training for HR staff within the HR office and across campus on issues related to DEI
 - Series of presentations and guest speakers
 - Support/training for unit HR liaisons
- EAP program now reports to new professional staff member as of June 1, 2020, and additional changes/improvements will be discussed
- Discussions have begun on how to better acclimate incoming employees to the greater community (including the development of guides/resource toolkit created in partnership with strategic groups on campus)
 - Also expanding the prospective candidate website information

VPD

- As part of the September 2018 leadership retreat, Fall Forum, we facilitated a session on Best Practices for Recruiting and Retaining Diverse Faculty and Staff
 - This has developed into a regular offering of the VPD
- Through the Diversity Strategic Plans process, a collaboration between the College of Health and Human Sciences and the Vice President for Diversity office, we conducted a thorough literature review related to effective practices for the recruitment and retention of minoritized faculty and developed a report.