


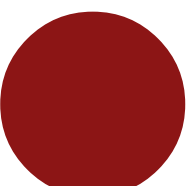
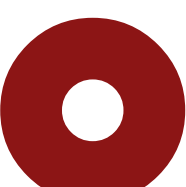

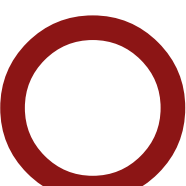
 <b>EDUCATE</b>	 <b>ENHANCE</b>	 <b>ENGAGE</b>	 <b>EXPECT</b>
 <b>COMPLETED</b>	<ul style="list-style-type: none"> <li>● New DEI online library and website</li> <li>● Develop pilot Stanford DEI training for faculty and staff</li> <li>● Help scale Stanford DEI training for staff-IDEAL Learning journey</li> <li>● Communicate policy on respectful and inclusive behavior and improve training curriculum</li> </ul>	<ul style="list-style-type: none"> <li>● Create SDSS Celebrates News Stories and Coffee events</li> <li>● Partner with the Branner Earth Sciences Library to Amplify DEI topics</li> <li>● Hire assistant director for DEI</li> <li>● Support early career faculty in multi-mentor program</li> <li>● Create DEI Liaisons program and events</li> <li>● Broaden DEI student positions to work with office</li> <li>● Collaborate with Stanford Postdoc office through the Research University Alliance</li> <li>● Expand media representation and events that speak to diverse audiences</li> </ul>	<ul style="list-style-type: none"> <li>● Collaborate with ACDIs/Department on expanding holistic admissions practices</li> <li>● Re-establish Recruitment Ambassadors Program</li> <li>● Partner with Stanford-wide GDISC council to diversify graduate school recruitment</li> </ul>	<ul style="list-style-type: none"> <li>● DEI meetings with SDSS leadership upon launching school</li> <li>● Establish DEI Advisory and Governance Councils</li> <li>● Connect departments to Stanford’s IDEAL data dashboard</li> <li>● Create Excellence in DEI award</li> <li>● Establish DEI metrics with IRDS consultation and advisory council</li> <li>● Institute annual DEI dialogue community event</li> <li>● Make transparent reporting processes for DEI grievances on website</li> <li>● Discuss Stanford IDEAL DEI climate report across school</li> </ul>
 <b>COMPLETED AND CONTINUED</b>	<ul style="list-style-type: none"> <li>● <b>Scale Respectful Community training across SDSS</b></li> <li>● Expand Inclusive Mentoring education for graduate students, postdocs, and faculty</li> <li>● Train admissions committees and faculty on SCOTUS/Affirmative Action compliance and holistic admissions</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Create/Develop Dean’s Graduate Scholars program</b></li> <li>● <b>Diversify speakers invited to school talks and seminars</b></li> <li>● Engage with the IDEAL Staff Advisory Committee</li> <li>● Incorporate DEI lens within student professional development programming</li> <li>● Engage Stanford Cultural Community Centers</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Create/Develop SDSS Dean’s Postdoctoral Fellowship program</b></li> <li>● <b>Expand SURGE undergraduate research program</b></li> <li>● <b>Recruit diverse SDSS faculty talent through holistic recruitment</b></li> <li>● <b>Support local recruitment practices in department and program</b></li> <li>● Collaborate with national diversity STEM programs for recruitment: MESA, LSAMP, McNair</li> </ul>	<ul style="list-style-type: none"> <li>● <b>Support departments and programs with creation of DEI goals</b></li> <li>● <b>Include DEI service in annual faculty self-evaluations</b></li> <li>● Organize annual dean and department/IDP meetings to report progress/needs</li> <li>● Support institutes with creation of DEI goals</li> </ul>
 <b>IN PROGRESS</b>	<ul style="list-style-type: none"> <li>◐ <b>Ideal Faculty Leaders (IFL) department training for faculty</b></li> <li>◐ Promote inclusive field work practices</li> </ul>	<ul style="list-style-type: none"> <li>◐ Co-create professional development opportunities for diverse postdocs with Stanford Postdoc office</li> <li>◐ Create awareness on mental health and access through events</li> <li>◐ Enhance the international community’s sense of belonging</li> <li>◐ Leverage UHR and IDEAL resources for staff professional development</li> <li>◐ Evaluate success of Inclusion DEI programs and events</li> </ul>	<ul style="list-style-type: none"> <li>◐ Strengthen partnership with San Jose State University and connect with other minority-serving institutions</li> <li>◐ Build closer relationships with minority serving institutions</li> <li>◐ Assess recruitment efforts by reporting application trends</li> </ul>	<ul style="list-style-type: none"> <li>◐ Evaluate success of DEI initiatives through benchmarks</li> <li>◐ Embed DEI values in local unit vision and mission</li> </ul>
 <b>WITHIN NEXT 3 YEARS</b>	<ul style="list-style-type: none"> <li>○ <b>Support build-out of an expanded curriculum in SDSS that include EJ topics</b></li> <li>○ Support of inclusive pedagogy practices</li> <li>○ Develop toolkits for DEI best practices for local units</li> </ul>	<ul style="list-style-type: none"> <li>○ <b>Implement annual check-in review for advisor/advisee</b></li> <li>○ Promote inclusive physical environments for new school</li> <li>○ Incorporate DEI lens in faculty professional development</li> </ul>	<ul style="list-style-type: none"> <li>○ Add recruitment question to graduate application</li> </ul>	<ul style="list-style-type: none"> <li>○ Incentives for faculty to engage with DEI best practices and activities</li> </ul>