



Diversity, Equity, & Inclusion Task Force Update #5 – November 2020

Greetings!

At our last meeting of the DEI Task Force in October, we began our gap analysis by reviewing the College's policies and procedures. A demonstration of the gap analysis was made through a practice exercise while applying the DEI toolkit questions which are a rubric to assess diversity, equity, and inclusion.

In addition to considering the DEI toolkit questions, the DEI Task Force will be including four areas of analysis:

- a) are there any existing equity gaps within the policy/procedure language?
- b) is there an existing related practice?
- c) what is the recommendation to remedy any gaps?
- d) any suggestion(s) for possible next steps?

This practice exercise was intended to familiarize participants in the application of the toolkit questions and prepare them to approach the assignment with a DEI mindset.

The Task Force will be analyzing board policies and procedures throughout November and December as the first part of the gap analysis. Each Task Force member was given a "homework" assignment of designated policies to analyze and respond to items a) through d) in light of the DEI toolkit questions. Many policies reviewed by the individual members will be discussed by the Task Force as a whole at the November and December 2020 meetings.

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