IT Division (ITD) Diversity, Equity & Inclusion (DEI) Report Card 2022-2023

Goal	Target Due Date	Completed	Evidence of Completion or Additional Activities
Increase Diversity In Candidate Pools For Open Positions			
For each hiring committee selected, ensure all members have completed Implicit Bias Training via the course Creating an Equity Minded Campus Community. CSU Learn Link to Register	Bi-annual	☐	IT Diversity Council will send bi-annual reminders via Slack #announcements-global channel with reminders regarding this training for search committees. ● 9/27/22 - HR IT representative announced in ITD-OneIT Slack Channel ● CIE provided DASHBOARD coming soon, summer 2023
Increase online visibility to job applicants of our existing teams.	In Progress 2023	☐	● IT Website adjustment is a new Web Team project as of May 2023, will affect this goal ● Modeled after https://its.sdsu.edu/directory, create similar pages for all areas identified in the OneIT group, as appropriate. ● Add and regularly update group photos to a carousel here - https://it.sdsu.edu/about

Compile a list of URM and women, including students, and student assistants, in IT related groups, and share the available career opportunities with them.	Annually	☑	● 2021/2022, IT Diversity Council partnered with Student Life and Leadership to compile a list of SDSU student organizations with a URM and/or women focus given the low number of representation in these groups for this unit.
			  ○ The Council signed up for HR alerts for IT positions at SDSU. As they come available, this info is shared to the Council as a whole.
			  ○ The Council created a mail list for job posts to be forwarded to as they are posted.
			● 2023, IT Student Assistant email list created, communicating career opportunities while they are employed at SDSU and after they graduate.

Training Opportunities			
Promote diversity training offered by SDSU such as implicit bias and microaggressions training, ally training.	Proposed Each Quarter's End	☑	● The IT Diversity Council has been posting DEI training opportunities regularly on the ITD #announcements-global Slack channel. ● IT Diversity Council will send bi-monthly updates via Slack #announcements-global channel with reminders regarding Implicit Bias

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			training for search committees.
Invite at least one guest speaker to speak on a topic of diversity, equity & inclusion to any IT Division event	Each Semester.	☑	• **_Proposed_** - Speaker event with Better Allies speaker Summer 2023. • The CIE requested collaborators for spring 2023 Staff Professional Development, Layna will represent OneIT Community. • 11/2/22 - Conor Mclaughlin shared the office of CIE as a resource to community at Information Exchange. • 4/5/23 - Conor Mclaughlin provided a session regarding ALLYSHIP at Information Exchange.
Confirm via HR/Equity Council regarding IT Division attendance at optional DEI trainings to show year over year increase in Implicit Bias training, assess annually **OR** Send out an annual survey created by the ITD DEI Council	2023	☐	• A CIE provided DASHBOARD coming soon, summer 2023
Promote at least two existing DEI forums/events each year	Fall 2022 and Spring 2023	☑	• Promote Accessible Technology week as part of SDSU's Disability Celebration Month April 2023. • Grace Hopper Celebration September 2022 (cohort of 4) • Educause Strategies For Advancing Women's Leadership (cohort of 7)
Technology Solutions			
Promote readings on diversity topics	Each Semester	☑	• Novemeber 2022 - 3-day event to explore the Kanye West and Kyrie Irving controversy. • February 2023 - JEDI Community Reading Circle with The Conflict over the Conflict: The Israel/Palestine Campus Debate
Develop a framework (i.e. set of questions) that considers what implicit biases may exist in IT solutions	Spring 2023	☑	• Active accessbility discussions in multiple OneIT INformation Exchanges, in websites, PDFs, etc