



## **Proposed Action Steps**

### **Diversity and Inclusion Team, Department of Psychology**

### **Colorado State University**

### **Spring 2020**

Inclusive Excellence in the department will require a culture change with ongoing and systematic consideration of what inclusivity entails. This will necessitate persistent effort (i.e., there are no “quick fixes”) and so we are looking for investment across all levels of the department in order to implement change. These are some ideas/suggestions we can consider (or may already have plans to implement).

- Post results on website
  - Links to full survey report, summary report and proposed action steps
- Host more department community events
  - Welcoming Event (September 9, 12-2 pm, Sutherland Gardens at LSC)
  - Department Graduation Celebrations (expand from current celebrations)
  - Other ideas?
- Coordinated communication after bias incidents on campus from department leadership and faculty (students, faculty and staff requested this)
- Ongoing and systematic consideration of inclusivity in the classroom (e.g., consistent integration of cultural context in the classroom, how to address campus issues, expanded training, provide resources/referrals, provide for syllabi, “tips sheets” for classroom engagement)
- Community-building within our interpersonal interactions with students
- Strengthen ways for students to connect with faculty
- Facilitate peer to peer inclusive student culture (e.g., creating a safe space, Principles of Community)
- Engage in consultation with other resources across campus outside of our department to assist with our development of an inclusive community