<table>
<thead>
<tr>
<th>successes</th>
<th>status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statement from VP Morrison embracing diversity and asking for an end to racism in the workplace</td>
<td></td>
</tr>
<tr>
<td>Establish email for general inquiries and questions: <a href="mailto:cpfcares@indiana.edu">cpfcares@indiana.edu</a></td>
<td></td>
</tr>
<tr>
<td>Create DAT Teams site for sharing resources, meeting minutes, etc.</td>
<td></td>
</tr>
<tr>
<td>Post and share resources, contact info, etc. on internal CPF intranet</td>
<td>ongoing</td>
</tr>
<tr>
<td>Create and distribute a monthly newsletter highlighting upcoming events</td>
<td>ongoing</td>
</tr>
<tr>
<td>Meet with CPF leadership and their teams to highlight the DAT and engage new members</td>
<td>ongoing</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>short term goals</th>
<th>status</th>
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</thead>
<tbody>
<tr>
<td>Lunch and Learn sessions - DAT would like to hold informal, casual conversations highlighting various videos, TED talks, guest speakers over the lunch hour for open discussions.</td>
<td>on hold</td>
</tr>
<tr>
<td>Mandatory training for all staff - DAT would like to recommend Linked In Learning pathways (IU approved) as initial and recurring training for all staff. DAT is creating companion training pieces. Key topics for educational opportunities have been identified as 1. Diversity, 2. Racial Bias, 3. Cultural differences, 4. Black Lives Matter movement</td>
<td>on hold</td>
</tr>
<tr>
<td>Additional training for managers, supervisors, and leadership</td>
<td></td>
</tr>
<tr>
<td>All CPF staff to sign the Responsibility Acknowledgement form and be accountable for their behavior in the workplace</td>
<td>not approved</td>
</tr>
<tr>
<td>Publish our Values Statement</td>
<td>on hold</td>
</tr>
<tr>
<td>Survey all staff to identify topics and interests for future conversations</td>
<td></td>
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</tbody>
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<table>
<thead>
<tr>
<th>long term goals</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time CPF staff person dedicated to Diversity, Equity and Inclusion</td>
<td></td>
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<tr>
<td>Analysis of training and metrics (once training is implemented)</td>
<td></td>
</tr>
<tr>
<td>Identify strategies and build relationships to increase diversity by partnering with: a. Purdue, Notre Dame, Ball State, IU, regional programs, etc. internships/ full-time positions b. High schools c. Professional affinity groups on our campuses</td>
<td></td>
</tr>
<tr>
<td>Recruitment - Interviewing a diverse pool of candidates</td>
<td></td>
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<tr>
<td>Interview process - Standarized questions and diverse interview panel</td>
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<tr>
<td>Develop DAT website (separate from CPF Intranet) to incorporate graphics and video content and provide an anonymous form</td>
<td></td>
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