

**CPF Diversity and Advocacy Team Goals  
October 16, 2020**

SUCSESSES	STATUS
Statement from VP Morrison embracing diversity and asking for an end to racism in the workplace	
Establish email for general inquiries and questions: cpfcares@indiana.edu	
Create DAT Teams site for sharing resources, meeting minutes, etc.	
Post and share resources, contact info, etc. on internal CPF intranet	ongoing
Create and distribute a monthly newsletter highlighting upcoming events	ongoing
Meet with CPF leadership and their teams to highlight the DAT and engage new members	ongoing
SHORT TERM GOALS	STATUS
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.	on hold
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	on hold
Additional training for managers, supervisors, and leadership	
All CPF staff to sign the Responsibility Acknowledgement form and be accountable for their behavior in the workplace	not approved
Publish our Values Statement	on hold
Survey all staff to identify topics and interests for future conversations	
LONG TERM GOALS	
Full-time CPF staff person dedicated to Diversity, Equity and Inclusion	
Analysis of training and metrics (once training is implemented)	
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	
Recruitment - Interviewing a diverse pool of candidates	
Interview process - Standarized questions and diverse interview panel	
Develop DAT website (separate from CPF Intranet) to incorporate graphics and video content and provide an anonymous form	