

## Texas A&M University College of Dentistry



### Diversity & Inclusion Timeline

Target Date	Area of Impact	Action
Every 3 years, Beginning April 1, 2017	Climate	Administer Climate Survey
Sept. 30, 2017	Climate	Begin administration of biennial cultural competency training cycle for faculty and staff via TrainTraq.
October 31, 2017	Accountability	Develop and submit the diversity plan for approval.
January 3 & 4, 2018	Climate	Announce/Introduce the IDEA Committee and promote the Diversity & Inclusion Plan within the College at annual faculty and staff retreats. <ul style="list-style-type: none"> <li>• Present the diversity and inclusion plan</li> <li>• Roll out marketing of and related initiatives, including logo and slogan contest.</li> </ul>
Every 3 years, Beginning January 4, 2018	Climate	Share climate survey results with faculty, staff and students.
January 5, 2018	Accountability	Meeting of administrators, department heads, and directors: <ul style="list-style-type: none"> <li>• Plan and calibrate their utilization of and adherence to the plan. Introduce modification to score cards.</li> <li>• Implicit bias training</li> </ul>
January 31, 2018	Accountability	Identify a funding stream and prioritize a budget for diversity and inclusion.
February 1, 2018	Climate	Begin teambuilding workshops for staff.
February 28, 2018	Climate	Train at least 10 faculty to lead small group cultural competence training sessions.
March 1, 2018	Climate	Begin department-based small group training sessions (Conduct face-to-face training for faculty and staff.)
March 31, 2018	Accountability	Involve Administrative Offices, Departments, and Program Directors in preparation of data for TAMU Annual Report.
March 31, 2018	Climate	Expand patient awareness / expectation measures. Develop signage, posters and other promotional messages for screens. Review patient rights and responsibilities document for the inclusion of language that addresses diversity and inclusion.
Annually, Beginning May 31, 2018	Climate	Administer Graduation Survey to D4 and DH2 students.
June 30, 2018	Equity	Research and begin development of a faculty recruitment plan.
June 30, 2018	Climate	Complete department-based small group training sessions
June 30, 2018	Climate	Begin scheduled diversity activities including speakers, lunch bunches, cultural chats and available TAMU training programs, including Advance STRIDES, Aggie Allies (LGBTQ), Difficult Conversations, Generational Differences (?), Conflict Resolution.
July 31, 2018	Climate	Incorporate cultural competence into the new curriculum plan.
August 31, 2018	Accountability	Develop infrastructure for Diversity and Inclusion Council to include community (outside experts), departments, and other stakeholders.

Annually, Beginning August 31, 2018	Accountability	Conduct a review of the Diversity and Inclusion Plan and IDEA Committee SOP to update charges and make other noteworthy changes.
Annually, Beginning August 31, 2018	Equity	Assess recruitment efforts, student success, and other metrics.
Dec. 31, 2018	Equity	Review employee recruitment guidelines to assure diversity is considered.
January 31, 2019	Accountability	Link diversity and inclusion strategies to the strategic plan and other policies (APT, Student/ Faculty/Staff Codes of Conduct, Evaluations, etc.)
June 30, 2019	Equity	Develop clearly defined retention strategies for faculty and staff.
Every 3 years Beginning August 31, 2021	Equity	Review climate survey and update as needed.