



BROWN
Office of Institutional
Equity and Diversity

DIAP PHASE II ASSESSMENT RUBRIC
2021-2022

OVERVIEW

Impact Level II <i>Demonstrated Action</i>	Impact Level III <i>Sustained Action</i>	Impact Level IV <i>Transformative Action</i>
DDIAP efforts, initiatives or programs demonstrate a commitment to diversity and inclusion.	DDIAP initiatives have been embedded into the strategic planning and/or curricular design and culture of the Department/Unit/ Institute or Center and has resulted in the achievement of stated goals. Outcomes must be measurable and in alignment with DIAP II.	DDIAP goals have been embedded in a manner that reflects actions that are sustained, prioritized, transformative and culture-changing. Leading to the critical examination of relevant policies, practices and procedures.

This rubric is intended to guide departments in a self-assessment of their current impact levels within each priority area and inform the development of new goals that will lead to transformational culture change (Impact Level IV). This rubric, like the DIAP, is a living document that may be updated in the future to reflect the needs of the Brown community. As you will notice, the absence of Impact Level I, "Commitment", from this assessment rubric. Since the University has entered into Phase II, all of the Departments, Administrative Units, Institutes and Centers have moved beyond Impact Level I, therefore it's appropriate to begin with Impact Level II.

How to use this rubric

Academic Departments, Administrative Units, Institutes and Centers should assess the goals and initiatives outlined in their current Departmental DIAPs. This assessment should leverage feedback from representatives from all of the constituents within the Department, Unit, Institute or Center and could be achieved through the DDIAP committee, if one is in place. Departments should assess the items described in the rubric and determine their current impact level for each priority area. **Note that some assessment items may not be relevant to all units.**

Once this initial self-assessment has been completed, the Department, Unit, Institute or Center should update their DDIAP where appropriate to reflect actions and initiatives that will move the them closer to Impact Level IV for their priority areas. Departments, Units, Institute and Centers are encouraged to complete the self-assessment and draft updated DIAPs by **Monday, November 21, 2022** in consultation with the Office of Institutional Equity and Diversity.



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Assessment Item	Impact Level II <i>Demonstrated Action</i> DDIAP efforts, initiatives or programs demonstrate a commitment to diversity and inclusion.	Impact Level III <i>Sustained Action</i> DDIAP initiatives have been embedded into the strategic planning and/or curricular design and culture of the Department/Unit/ Institute or Center and has resulted in the achievement of stated goals. Outcomes must be measureable and in alignment with DIAP II.	Impact Level IV <i>Transformative Action</i> DDIAP goals have been embedded in a manner that reflects actions that are sustained, prioritized, transformative and culture-changing. Leading to the critical examination of relevant policies, practices and procedures.	N/A	Please describe the metrics and other forms of evidence used to determine performance at the impact level identified.
People					
Desired Outcome: Increase representation, retention, and success among HUG students and employees as well as women faculty in STEM.					
Academic Department/Administrative Unit/Institute or Center has: A). Coordinated strategy to recruit and retain HUG students, faculty, and/or staff. B). Allocated funds to support DEI work. C). Designed and implemented a plan to develop existing HUG talent (e.g. leadership training, professional development, etc.) and included diversity, equity and inclusion frameworks in their academic and or administrative review.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Academic Excellence*					
Desired Outcome: Increase opportunities for—and production of—scholarship and research on issues of equity, justice, power and privilege, impacting historically underrepresented people and communities locally, nationally and globally.					
Academic Department/Administrative Unit/Institute or Center values and has established goals that result in the increase in production of scholarly research that advances diversity, equity, and inclusion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Curriculum*					
Desired Outcome: Increase opportunities for member of the Brown community to engage with issues of diversity, equity and inclusion throughout the curriculum as appropriate.					
The Department/Center or Institute has incorporated diverse perspectives into the curriculum. Department/Center or Institute has utilized differentiated pedagogical approaches that administer tools and frameworks to facilitate conversations and engagement within the classroom and other shared spaces.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Community					
Desired Outcome: Improve the climate and culture within and across departments and increase relational and transformational forms of engagement with the Rhode Island community.					



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Academic Department/Administrative Unit/Institute or Center has identified barriers to creating an inclusive environment and developed strategies to remove barriers both internally and externally.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Knowledge					
Desired Outcome: Increase the collection and reporting of data to inform progress on DIAP priority areas and increase learning opportunities for faculty and staff.					
Academic Department/Administrative Unit/Institute or Center has established an ongoing systematic approach to the collection and analysis of data related to their DEI goals and efforts, and has utilized reflective practices in their process of evaluating and recalibrating the progress of diversity efforts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Accountability					
Desired Outcome: Improve processes to assess DIAP implementation and impact at the University and departmental levels.					
Academic Department/Administrative Unit/Institute or Center has established diversity goals and objectives within performance evaluations, promotion and tenure, and review processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

*Benchmarks in this section may not be relevant for Administrative Units and or Institutes and Centers.