



Responsive Research, Teaching, and Public Service

Broaden the creation of ideas and knowledge on equity, inclusion, and diversity, making contributions to the body of scholarship, as well as to the campus and society.

SPECIFIC STRATEGIES

Increase the number of faculty, graduate students, and postdoctoral fellows whose research and teaching addresses issues of equity, inclusion, and diversity, including exploring the nature of multicultural societies and the ways in which such societies flourish.

Develop and strengthen the scholarly resources and infrastructure necessary to support the highest level of inclusive research, teaching, and public service, including the development of an aggressive fund development plan.

Create and maintain robust accountability systems — the development of departmental strategic plans and assessment tools for equity, inclusion, and diversity, and the campus systems and methods to support them.

Provide financial and other resources for engaged public scholarship.

- ▶ Allocate faculty positions devoted to the Berkeley Diversity Research Initiative (BDRI) and endow faculty chairs within its research clusters.
- ▶ Broaden the curriculum to include more courses that expand the diversity of ideas and perspectives within disciplines and that attract the most diverse and talented faculty and students.

- ▶ Strengthen the University's capacity for fund development and successful allocation in support of equity, inclusion, and diversity.
- ▶ Create and sustain an administrative center for the BDRI that serves as the hub for research and teaching focused on equity, inclusion, and diversity.
- ▶ Incentivize innovation in research, teaching, and public service focused on equity, inclusion, and diversity, especially those that are collaborative and provide greater connections between faculty and student research, and the broader community.

- ▶ Implement ongoing strategic planning and assessment for equity, inclusion, and diversity at both the institutional and unit or departmental level across the campus.
- ▶ Expand the capacity of University information systems and services to conduct applied research, self-evaluation, and assessment campus wide on equity, inclusion, and diversity.

- ▶ Increase the funding level campus wide for student participation in engaged public scholarship.
- ▶ Increase support for community involvement in and ownership of research tied to engaged public scholarship.
- ▶ Expand engaged public scholarship components of undergraduate courses — such as the 'American Cultures' breadth requirement.
- ▶ Provide staff with increased opportunities to participate in community-based learning and service.

INTERMEDIATE OUTCOMES

Increase in the number and quality of research projects, courses/curricula, grants awarded, conference invitations, and other scholarly activities that advance equity, inclusion, and diversity.

Increase in the number of faculty, graduate students, and postdoctoral fellows in all disciplines engaged in inclusive teaching and providing mentorship and research opportunities to all students.

Increase in unit-level strategic planning and implementation of successful strategies for promoting equity, inclusion, and diversity.

Increase in the analytical capacity of the University to identify and address obstacles and remedies to equity and inclusion.

Improvement in the knowledge-sharing between the University and the broader community.

Increase in student financial solvency through employment and monetary awards tied to engaged public scholarship activities.

Improvement in the perception and experience of the University by many more communities in California.