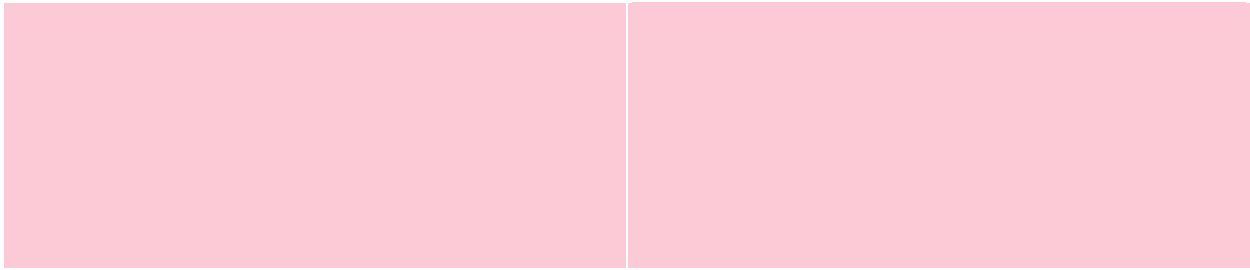# President's Advisory Council on Inclusive Excellence Recommendations and Recommended Actions

In Fall 2020, the President's Advisory Council on Inclusive Excellence (PACIE) provided the following 21 recommendations (column one below) with corresponding actions suggested as means to implement those recommendations (column two). In the chart below, these recommendations and suggested actions were color coded into six different themes. Colors were explicitly chosen that allow persons with limited color-perception abilities to differentiate among them.

Code: Campus Culture
Code: Data-based Decision Making & Planning
Code: Hiring & Retaining Employees
Code: Professional Development
Code: Advancement & Community/Govt Relations
Code: Facilitating Student Access/Success

IE Council Recommendations	IE Council Recommended Actions
A. Develop a culture of communication to promote IE Values (i.e., Racial and Social Justice, Equity, and Inclusivity). Code: Campus Culture	1. Administrators, faculty, and staff leaders engage in organizational change toward consistent, transparent, effective, and inclusive communication processes and practices that inform and/or seek input broadly from stakeholder groups before acting. 2. Invest in professional development to change organizational culture through intentional onboarding of administrators, faculty, and staff leaders to advance IE values. 3. Institutional leaders create opportunities to consult with individuals and stakeholder groups who have institutional history and knowledge and collect feedback and insights before changing long-standing practices that impact the whole.

Code: Campus Culture	of students for whom we are trying to achieve equitable outcomes. Code: Campus Culture
E. Intentional alignment of CSUCI Mission-based Centers to IE Values. Code: Campus Culture	9. Mission-based Centers create and /or revisit strategic plans and mission statements to include IE Values explicitly. 10. Mission-based Centers' actions that promote IE values included in the Division of Academic Affairs Annual Report. Code: Campus Culture
F. Intentional alignment of CSUCI Faculty and Staff Affinity Groups to IE values. Code: Campus Culture	11. CSUCI Faculty and Staff Affinity Groups' actions that promote IE values included in the Division of Academic Affairs Annual Report. 12. Invest in staff and faculty affinity association groups that help employee retention and promote efforts that ameliorate cultural taxation on minoritized faculty and staff. Code: Campus Culture
G. Alignment of Advancing Faculty Diversity Recommendations with equitable faculty hiring process and practices. Code: Hiring & Retaining Employees	13. Operationalize the recommendations of the Advancing Faculty Diversity Initiative through the development of equitable faculty hiring processes and procedures. Code: Hiring & Retaining Employees
H. Strategic Enrollment Management and Recruitment Plan (SI Action 2.9). Code: Data-based Decision Making & Planning	14. Develop a 5-year Strategic Enrollment Plan to promote transparency and institutional accountability for advancing the recruitment of students from racial, ethnic, and indigenous communities

| | historically underserved and excluded by higher education.

Code: Data-based Decision Making & Planning |
|---|---|
| I. Access to disaggregated data on institutional student success | |

K. Institutional celebration of faculty and staff that have made a significant contribution toward creating a more diverse, equitable, and inclusive campus. Code: Campus Culture	18. Create incentives for faculty, staff, and students to advance and promote IE values. 19. Create a forum to identify and share examples of Inclusive Excellence at CI and work towards meaningful practices. Code: Campus Culture
L. Need resources on anti-racism for teaching, dialogue, and learning. Code: Professional Development	20. Consolidate campus resources on anti-racism for faculty, staff, and administrators for teaching and learning, student support services, and practices. Code: Professional Development

	f. CSUCI Police Officers. Code: Professional Development
N. Implementation of equity-minded practices in the recruitment, hiring, and retention of faculty, staff, and administrators.	

	Lens Framework to pilot Framework before full-scale rollout. Code: Data-based Decision Making & Planning
P. Equity-mindedness onboarding needed to attract and retain inclusive leaders and advance IE values and culture. Code: Hiring & Retaining Employees	27.

T. Multicultural Perspective)4 (t)1g96 5