

CDA Status Report – University of Delaware Division of Professional and Continuing Studies (UD PCS)

- Completed UD PCS Equity and Inclusion Quality Review and accompanying plan for improving diversity and inclusive excellence (August 2018). Highlights include:
 - Current Diversity Landscape within UD PCS
 - Staff - 77% female, 23% male. 90% Caucasian, 5% African American, 5% Asian. 2.5% employees with reported disabilities. 1.5% veterans.
 - Faculty - 60% female, 40% male. 84% Caucasian, 8% African American, 8% Hispanic.
 - Students - Age (Non-OLLI): 9% 18-24, 30% 25-34, 27% 35-44, 23% 45-54, 10% 55-64, 1% 65+. 59% female, 41% Male
 - Ongoing efforts to improve diversity and inclusive excellence within UD PCS include staff-, faculty-, and student-focused efforts. UD PCS will:
 - ensure search committee members complete search committee training
 - continue to complete diversity and inclusion-focused learning opportunities
 - offer in-person instructor-focused diversity and inclusion training to course instructors at least two times a year.
 - work with OEI and Central HR to ensure future course surveys include diversity- and inclusive excellence-focused questions.
 - work with instructors to communicate the DC6 competencies so that they may tailor their programs appropriately.
 - work to build programs that focus on inclusive excellence and the DC6 competencies.
 - continue to offer OLLI-Wilmington members the opportunity to mentor a child through its partnership with Big Brothers Big Sisters of Delaware.
 - continue its OLLI-Wilmington tutoring program in partnership with Literacy Delaware.
 - continue to provide education counseling and advisement, career counseling, assistance with completing interrupted degrees, and assistance with gaining re-entry into the University after academic dismissal
- Established internal UD PCS Diversity Committee comprised of the appointed CDA (committee lead), the associate vice provost, the Division's HR manager, the assistant director of business development & program management, the manager of the ACCESS Center, one Osher Lifelong Learning Institute manager, and four additional volunteers from the UD PCS staff. Held meetings on 6/26, 8/28, 9/25, and 10/27.
- UD PCS Diversity Committee devised plan for providing E&I-focused training to OLLI instructors and adjunct faculty members. The group engaged Adam Foley to design and deliver program. Training program scheduled for 1/15/19.
- UD PCS established monthly lunch-and-learn sessions focus on E&I. Programs included:

- 9/19/2018 - Intersectionality and Identity
- 10/15/2018 - Dialogues on Diversity
- 12/10/2018 - Keys to Intercultural Communication