

DEI DIAGNOSTIC SCORECARD

<i>Item Number</i>	<i>Item</i>	<i>Score (0 to 1)</i>
1	DEI boilerplate in staff job adds	
2	DEI evaluation in annual university review	
3	DEI Office use of social media to promote DEI ideology	
4	Degree or certificate programs in DEI	
5	DEI-based internal grants/awards	
6	DEI statements for research grants approval	
7	Land acknowledgement in university documents	
8	DEI director is in president's office	
9	DEI in university mission statement	
10	External speakers subject to DEI veto	
11	DEI-based funding/grant incentives	
12	DEI or equity audit by outside consultants	
13	DEI statements from staff applicants	
14	Annual tabulation of "bias incidents"	
15	"Bias response" teams/hotline	
16	DEI boilerplate in faculty job ads	
17	DEI member on hiring/promotion committees	
18	DEI achievements for promotion and tenure	
19	DEI statements for new hires	
20	Mandatory DEI training	
21	Equity grading mandate	
22	Specific DEI goals for faculty make-up	
23	DEI rubrics for course and program approvals	
24	Annual tabulation of faculty "diversity"	
25	Mandatory DEI statements on course syllabi	
26	DEI questions in student course evaluations	
27	Mandatory DEI classes for all undergraduates	
28	Mandatory DEI training/orientation	
29	Lack of due process in DEI investigations	
30	Graduate/Post-doc admissions require DEI statement	
31	Optional Pass/No Pass or other de-grading for DEI aims	
32	DEI-based removal/offsiteing of books	
33	DEI-based organization/display of books	
34	Offers training in DEI based citations/research methods	
35	DEI director in library	
36	DEI-based book/journal/resource selection	
TOTAL SCORE		