

The chart was created by Paul Tokunaga (Founder/President, [MELD](#)) and material was incorporated from Kenneth Chapman's work from [Inside Higher Ed](#) on December 16, 2020

Intentional Effort

	For each group→ rate your dept. in being intentional in recruiting (1-5, 5 being doing great)	What could you do to improve?
Black		
Latino		
Asian		
LGBTQ		
Wild Card (pick and circle one of the following: geographic, socio-economic, education or others)		

On the above chart, for each score lower than 3, ask why and write out specific actions your department can do to improve.

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Intentional Inclusivity

Non-majority staff in your dept.:	Influence they have in relation to majority staff in similar role (1-5, 5 being same influence)	Steps you can take to increase their influence and leadership in your dept.	Role you'd like to see them in five years from now

Mentoring and Creating a Supportive Community

Non-majority staff in your dept.:	Opportunity (stretch assignment, attend training conference, assign a mentor or coach) you can make happen for them	Next level position you can help them be qualified for