

Institutional Audit and Targeted Actions Workstream - November Update

The Institutional Audit & Targeted Actions workstream kicked off on October 27, with our first Steering Committee meeting. There are 25 members who serve on the committee which is comprised of faculty and staff representing their schools and units along with undergraduate and graduate students. Accenture has joined the workstream as our consulting partner. The committee has held 4 meetings as of the time of this report.

Each Steering Committee member has identified a small working group within their respective school/unit and has a dedicated Accenture partner. The responsibility of the Steering Committee member and their working group is to:

- Provide a deep understanding of the processes and policies of their school/unit
- Share data and policies
- Assist in communication with their schools and units around focus groups, interviews and the findings of the audit

Accomplishments to date:

- Established the Steering Committee and a weekly meeting schedule
- Established School/Unit working groups who have begun their work
- Collected over 400 policies across schools/units for review and analysis to identify unintended bias and racism
- Designed the approach for community outreach and engagement. Developed discussion guides for interview and focus group sessions. These sessions will be conducted throughout the month of November and will include:
 - 38 focus groups with faculty, staff and students (undergraduate and graduate)
 - 42 one-on-one interviews
 - 21 group leadership interviews
- The workstream is also reviewing Tufts materials and reports from previous engagements and from other workstreams.