



# Career and Professional Development

## POINT OF CONTACT

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## PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit reported their progress to the community on 9/15/2020.

[Presentation video](#)

[Presentation slides](#)

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## SYSTEMIC ANALYSIS STEPS UTILIZED

## ACTION STEPS

## PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

### PROCESS

- Dedicated entire meetings to responding to racism and trauma
- Designed meetings to accommodate verbal and non-verbal expression on Zoom
- Created a responding to racism and trauma Teams channel
- Held meetings specifically for non-Black team members to process out loud
- Reviewed our employer and recruitment policies
- Analyzed strategic partnerships with companies, organizations, and agencies
- Reviewed Black at LMU Student Demands

\* Created new ways to listen and respond to team members around DEI issues, utilizing technology and intentional meeting design

### ISSUES IDENTIFIED

- Concluded that team members needed multiple ways to engage on DEI topics
- Identified DEI goals that we asked employers to agree to

### OUTCOMES

\* CPD staff feel more heard and able to share resources with fellow team members

## LEGEND FOR PRESIDENTS COMMITMENTS

Hiring

\* Culture and Climate

Education

## SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

1. Listen to your team and constituents
2. Review infrastructure and policy
3. Review scope and content of programs
4. Evaluate structural diversity (data)

5. Analyze strategic partnerships
6. Evaluate vision/mission statement
7. Identify training needs
8. Accountability and Assessment