### INCLUSIVE EXCELLENCE @UVA: EXAMPLE PLANNING TIMELINE

<table>
<thead>
<tr>
<th>PREPARE</th>
<th>STUDY</th>
<th>COC CREAT E</th>
<th>CONFIRM</th>
<th>IMPLEMENT</th>
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<tbody>
<tr>
<td>• Follow-up on University-wide communication with commitment to participate</td>
<td>• Work with DEI Division team to review and supplement equity &amp; inclusion data package for comprehensive self-study</td>
<td>• Share results of critical reflection and analysis leading to priority identification by each IE dimension</td>
<td>• Verify action and accountability frames will be relevant and meaningful to priorities and context of area</td>
<td>• Review feedback from centralized review process and finalize the plan</td>
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<td>• Identify primary point of contact and build an IE planning team</td>
<td>• Invite input from students, faculty, staff, and community partners on IE dimensions and identify potential priorities</td>
<td>• Facilitate IE dimension specific action ideation and metric setting</td>
<td>• Convene management and other stakeholders to review draft plan and submit a final draft for review to the DEI Division team</td>
<td>• DEI Division publishes final plan on the IE website to promote transparency &amp; accountability</td>
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<td>• Have IE team participate in University-wide IE framework convening</td>
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<td>• Broadly communicate emerging themes/results</td>
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<td>• Implement action plans and begin process for impact measurements</td>
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**Jan. – Feb. 2020**

- Follow-up on University-wide communication with commitment to participate
- Identify primary point of contact and build an IE planning team
- Have IE team participate in University-wide IE framework convening

**Feb. – Mar. 2020**

- Work with DEI Division team to review and supplement equity & inclusion data package for comprehensive self-study
- Invite input from students, faculty, staff, and community partners on IE dimensions and identify potential priorities

**Apr. – Sep. 2020**

- Share results of critical reflection and analysis leading to priority identification by each IE dimension
- Facilitate IE dimension specific action ideation and metric setting
- Broadly communicate emerging themes/results

**Sep. – Oct. 2020**

- Verify action and accountability frames will be relevant and meaningful to priorities and context of area
- Convene management and other stakeholders to review draft plan and submit a final draft for review to the DEI Division team

**Nov. 2020 – Plan Length**

- Review feedback from centralized review process and finalize the plan
- DEI Division publishes final plan on the IE website to promote transparency & accountability
- Implement action plans and begin process for impact measurements