Sample Commitment Statements*  
From NACE19

By August 1, I will have connected with faculty and key stakeholders to learn what is needed to increase faculty buy-in for DEI student career-readiness.

By the end of December, I will have connected with the employer relations coordinator to create a framework for inviting employers to do on-campus institutional culture events about DEI.

By next year’s conference, I will have explored and created institutional links of communication related to DEI.

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My first step in advancing inclusion, diversity, and equity at my campus is to join the diversity group. I want to be involved to challenge the norms. By December, I hope to be a part of our first African American summit. My goal by the next NACE conference is to continue to work with our accessibility office to improve collaboration for individuals with disabilities and career and employability services.

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By August 1, I will make a plan to set up meetings with faculty in the colleges that I work with to visit the best plan to include their students in successful career outcomes.

By the end of December, I will visit with those faculty to put a plan in motion to work on inclusion of all students in our professional development program. This program prepares students with skills to be successful in jobs.

By next year’s conference, I will have a DEI plan fully engaged.

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By August 1, I will broaden inclusion by ridding divisive language (such as bias) and including people who may not have “visible” differences in influencing change. DEI is about all of us.

By the end of December, I will educate people around the many way they can expand excellence by incorporating daily practices of recognizing, celebrating, and including all differences. Small changes. Big impact.

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By August 1, I will keep pushing for students and staff to understand that just because the person in front of you seemingly does not identify with your intersectional identities, they are most likely an ally.

By the end of December, I will recruit, train, and keep the conversation going with [our multiple] career services offices.

By the next NACE conference, I will measure, evaluate, assess, and share data and anecdotal feedback and information which then will loop in campus partners and organizations to plan and strategize for the next cycle.

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By August 1, I will speak up more boldly whenever I see or hear deficit-minded frameworks being used to make decisions.
By the end of December, I will pilot customized programming for populations we haven’t fully served yet.

By the next NACE conference, I will write an article focused on the walk we are doing to enhance DEI work.

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By August 1, I will work to establish a student based working group as part of our D&I council.

By the end of December, I will infuse disability and ability awareness and neuro ability diversity awareness into our D&I council.

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By August 1, I will advocate for an expansion of diverse alumni employers that provide internships.

By the end of December, I will develop a DEI assessment outlining the students we serve and avenues to improve.

By the next NAC Conference, I will advocate for a discussion about the authenticity of DEI commitments within my career services office.

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By August 1, I will pull out information [from the presentation] that I find relevant to present to my team about creating organizational inclusive excellence.

By the end of December, I will draft ideas for our diversity and inclusion tool kit for employers of what it could consist of/how it could be presented.

By the next NACE conference, I will participate in the work group regarding how to hold a neurodiverse friendly career fair/event on my campus.

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By August 1, I will raise awareness of my team and colleagues of DEI issues I learned about at NACE.

By the end of December, I will put it as part of our strategic plan to deliberately address the issue of DEI.

By the next NACE conference, I will have more clarity and maybe a success story on DEI initiatives.

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By August 1, I will bring back a summary to our leadership team and encourage a dialogue about our biases.

By the end of December, I will encourage a more diverse representation on our panels and committees to enable more diverse outcomes.

By the next NACE conference Task force to determine how our recruiting events may be marginalizing certain groups.

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By August 1, the career services team will create a plan to execute DEI and other priorities.

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By August 1, I will assess data on student engagement and feedback and develop savvy questions to better understand diversity student needs.
By the end of December, I will have focus groups with key populations to dig deeper into findings from survey.

By the next NACE conference, I will assess the information and present findings to NACE colleagues.

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By August 1, I will ask each team and individual to infuse something related to DEI into their goals for the coming year.

By the end of December, I will convene an advisory group of employers, faculty, and students to guide the ongoing development our inclusive excellence in careers strategies.

By the next NACE conference, I will formally assess the new employer-led inclusion programs we piloted this spring.

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By August 1, I will submit our [proposal about navigating social identities in the workplace] and be at least 25 percent through creating materials.

By the end of December, I will offer coaching services at different department on campus that serve students of color, LGBTQ population, etc.

By the next NACE conference, I will [ensure] all of our workshops address aspects of the topic that are based on the intersection of social and professional identities.

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By August 1, I will be more vocal about DEI should be the core of all our work.

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By August 1, I will better understand practices that may be a barrier to inclusive excellence.

By the end of December, I will pilot solutions to solve the barriers.

By the next NACE conference, I will scale the solutions organization-wide.

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By August 1, I will start/lead career services committee sub-team focused on inclusion, diversity, equity, and access (IDEA).

By the end of December, I will have IDEA team established with structure and plan for remainder of the year.

By the next NACE conference, I will have IDEA outcomes that establish the IDEA team as a standing team for the future.

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By August 1, I will ensure all events on campus are DEI-focused and that we do our part to help students in their own DEI journey.

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By August 1, I will develop and validate a set of student engagement “pitfalls” that can disadvantage diverse groups. Educate my team to actively watch for these risks and to hire and engage candidates in equitable fashion.

By the end of December, I will launch this across my organization including building ways for team members to flag new pitfalls and push work forward.

By the next NACE conference, I will transform candidate review/discovery for new graduate software engineering roles based on these pitfalls and principles.
By August 1, I will teach others about the variety of populations covered under diverse populations.

By the end of December, I will explore opportunities to promote diverse student populations.

By the next NACE conference, I will focus on having a stakeholder who can assist with highlighting the diverse populations.

By August 1, I will learn more about disability/accommodation.

By the end of December, I will engage with student-based organizations to do co-facilitated programming.

By the next NACE conference, I will invite an employer to discuss identity related to employment, e.g., being out/LGBTQ at a particular organization.

By August 1, I will research [diversity-related resources at our campus].

By the end of December, I will consider enhancements we can make to event surveys to make sure participants found the event inclusive and effective.

By the next NACE conference, I will identify a training opportunity for our staff to consider our own internal unconscious bias.

By August 1, I will include diversity and inclusion objectives in the 2020-2025 strategic plan.

By the end of December, I will seek permanent funding for inclusion education services.

By the next NACE conference, I will get involved with NACE.

* Some statements have been edited for clarity and to maintain confidentiality.

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