

## **Office of Research Integrity, Diversity Plan**

The Office of Research integrity (ORI) strongly supports the creation of a diverse university workforce and support for a diverse university research community.

### **Objective 1: To be an administrative unit that attracts diverse professional and staff personnel by:**

1. Ensuring that position advertising is as widespread as possible, specifically within national professional associations focused on research integrity.
2. Including, whenever possible, people from other campus units with diversity expertise into the interview process.
3. Ensuring that interview questions include at least one question around diversity/inclusiveness and interviewees are asked to comment about their experience(s) with diversity.
4. Ensuring that all ORI staff attend diversity training prior to the start of any search process.

### **Objective 2: Maintain a supportive environment to retain a diverse staff by:**

1. Continuing to work with the Office of Inclusive Excellence, the Rinker Center, and other similar offices on providing support for their efforts as it applies to research, export control, and related personnel matters.
2. Continuing to support professional development opportunities that help to increase awareness of diversity within the research integrity field and other areas of regulatory affairs.
3. Ensuring our onboarding process is fair and equitable for all new employees and includes information about diversity and diversity resources.