

# Office of Organization Development and Diversity Initiatives



*CoDI is a college-wide group made up of faculty, students, staff, and administrators. This 21 person working committee is charged to advise the CEHD ODDI office and strategically address the CEHD climate and diversity issues.*

## CEHD Definitions

**Climate** - perceptions of institutional or organizational practices by the people who work in the specific organization. The practices are impacted by the culture of the organization (norms, values) and perception is impacted by communication, structures, politics, symbols and people in the organization.

**Diversity** - the presence of surface-level and deep-level differences between and among people in an organization.

**Equity**- an equitable environment is a set of structures, processes, cultural practices, and circumstances that allow individuals the opportunity to achieve optimal success

## CEHD Climate, Diversity, and Equity Activities and Initiatives Collaboration between CEHD Offices, Organizations and Groups

CEHD Climate, Diversity, and Equity Activities and Initiatives	Targeted Diversity Goals			Implementation Responsibility		
	IC	OC	E&B	CEHD/TAMU	Additional	
Honors graduate ceremony		x		CEHD	AC AFF	
College Climate Awards nominations	x	x	x	CEHD	ODDI	
SAC back to school supplies drive		x		CEHD	SAC	
Farewell reception for Nancy Watson		x		CEHD	DEAN	
New Center Directorships announcement	x	x		CEHD	DEAN	
Trott Award nominations	x	x		CEHD	DEAN	
Ritchey Endowed Scholarship applications	x	x		CEHD	DEAN	
University CPI survey		x		ODDI	CODI	
Green Dot training announcement	x	x		TAMU	CODI	COMM
SHARP training announcement	x	x		TAMU	CODI	COMM
Deans Appreciation Reception		x		TAMU		
Farewell reception for Angie Vasquez		x		CEHD	DEAN	
Dean’s Development Council Awards nominations	x	x	x	CEHD	DEAN	
Summer Leadership Institute	x	x	x	CEHD	ODDI	ELRC