

R&DE INFORMATION TECHNOLOGY | DEIB DIVISIONAL PLAN

Charter / Vision Statement

Residential and Dining Enterprises Information Technology (R&DE IT) is committed to fostering a diverse, equitable, and inclusive environment that values and embraces the different ethnicities, races, cultures, ages, abilities, sexual identities, and systems of belief that comprise the R&DE IT community.

Membership

Co-Chairs: Michelle Mason
Leda Muller

Committee Members: Shawn Smith
Anthony Cabrera
Danielle Foley
Luis Valencia
Koairera McFadden - YearUp Intern

What We're Doing

Many of our committee members and IT staff have been actively participating in DEI training and attending workshops, and are members of other Stanford IDEAL committees such as:

- People of Color in Technology (POC-IT)
- Year Up Internship Program
- Stanford Women in Technology (WIT)
- Experiential Development Program (EDP)
- POC-IT/CIO Council Mentorship Program
- YearUp Internship Program
- Catalyst Program and Career Fairs

The committee will meet monthly to discuss DEIB topics, issues, and initiatives that are occurring on campus. We will also be sharing information that we have learned through workshops, training, and other mediums, and we plan on inviting guest speakers to discuss DEIB topics at R&DE IT All Hands meetings. We will document our DEIB journey for future reference and to help onboard new IT staff. The committee will be a safe space for the members to openly share their thoughts, ideas, lived experiences, and to be an advocate and ally for all R&DE staff.

DEIB Projects

Gender Data Enablement Initiative

This initiative is driven at the University level. In Summer 2022, University systems will be updated to enable students to indicate gender identity and pronouns. Sometime after Summer 2022, University systems will enable pronouns and gender options for faculty, staff, alumni, and enable/propagate the expanded gender options in downstream systems (Housing, Canvas, Vaden, etc.).

For more information, please visit:

<https://ideal.stanford.edu/about/gender-data-enablement-project>

R&DE's Short-Term Plan

Housing Assignments is planning on making enhancements to our housing systems and processes by incorporating gender identity into how students can select housing. These enhancements will also expand gender-inclusive options such as mixed-gender rooms and make them available to students during the room selection process without requiring students to submit a petition in advance.

