

CFANS Departmental Diversity and Equity Goals and Initiatives Annual Review Planning Document

Your departmental diversity and equity work plan and review documents should include a response to the following questions:

1. What current initiatives do you have underway, and what are your goals for diversity and inclusion over the next two years?
2. What plans do you have to increase the diversity and build the capacity of your faculty, staff and students? What resources will you allocate to accomplish this?
3. What actions will you take to assess and improve and the climate for diversity in your unit? How do you define progress and success? What is your evaluation plan?
4. What impacts do the proposals in this plan have on the diversity of your faculty, staff and/or student body, and/or on the climate for diversity and inclusion in your unit?
5. How are the efforts proposed and ongoing core to the mission of the department, and how do they support your work to improve the standing of the department?

Suggested areas for programmatic development and faculty initiatives include:

- **Teaching (inclusive content)**
(faculty hiring, training for current faculty, introduction of new courses, integration of multicultural course content and inclusion of learning strategies addressing all learning styles—applicable to undergraduate and graduate teaching)
- **Incentive Structure**
(reward system for developing faculty and staff interest in pursuing goals of inclusion, active acknowledgement of successful strategies of engagement, incorporate into the personnel review process)
- **Training/Professional Development**
(capacity building opportunities, diversity training, speakers series, guest speakers, faculty exchanges, diversity conference attendance-gender or multicultural content)
- **Recruiting, Retaining and Graduating Students of Color**
(identify recruitment goals and resources, build partnerships with relevant institutions, encourage faculty to actively participate in student of color recruitment events, build effective and tailored first year programs as well as retention strategies for underserved students in the major.)

- **Hiring**
(implement effective goals and practices for recruitment, increased hiring, retention, mentoring, socialization and advancement of diverse personnel from historically underrepresented racial and ethnic groups)
- **Outreach (Inreach)**
(develop collaborations and partnerships serving non-traditional stakeholder groups and communities—African American, Native American, Hispanic, Hmong, Somali and others)
- **Research**
(identify needs, partners and faculty to develop and implement research on the interests of underserved communities)
- **Professional Climate**
(assess the departmental climate for faculty interested in or actively pursuing novel theoretical approaches to knowledge construction, how to impact professional association climate with regard to issues of inclusion and multiculturalism, collegial atmosphere that encourages conversation on relevant topics)