

Diversity, Equity and Inclusion

3-year DEI Action Plan. Fall 2022 - Spring 2025

Plan created in the spring 2022, by: Luisela Alvaray, David Brenders, Maria De Moya, Kelly Kessler, Nur Uysal, Emmanuel Flores (DEI student fellow) and Shena Ramsay (staff).

Mission and Vision

The College of Communication believes in promoting the values of inclusion and equity of opportunity to all faculty, staff, and students. We strive to create a culture of inclusivity and respect for diversity. Community members promote transparency, accountability, fairness, and integrity. We also will engage in the ongoing work of identifying and interrogating prejudice, injustice, and institutional bias in all forms.

Our college is committed to,

- Taking the necessary actions to disrupt, and/or change norms and practices that work to uphold or perpetuate systems of prejudice and inequity in our college, our curriculum, and in our classrooms.
- Providing opportunities for development and training to faculty and staff.
- Reviewing existing policies, processes and practices in support of equity and inclusion.

Goal and Actions

In 2020, the college developed an action plan, addressing practices and policies at all levels. Every year the plan has been processed and reshaped through input from the college diversity advocate, diversity working groups, the DEI faculty committee, our students, and faculty and staff from across the college. This action plan addresses both short-term and extended goals, and remains a living document that will continually be added to, reflected upon and modified as needed in order to meet the changing needs of all our students, staff and faculty and to foster and promote a supportive, diverse and inclusive environment. In hopes of solidifying our college's commitment to diversity, equity and inclusion, in the spring of 2022 we created a 3-year action plan, specifying the goals, objectives, and timeline for the initiatives proposed.

Goals - Grounded in DePaul's Strategic Plan and the College of Communication's Strategic Priorities

Goal 1: Inclusive College Climate.

Create a more diverse, inclusive, and equitable college community for faculty and staff

Aligned with DePaul's Goal 2.2 -- Commit to a respectful and inclusive workplace environment, welcoming of all staff and supportive of their career development, retention, and success; and Goal 2.3 -- Increase the diversity of DePaul's full-time and part-time faculty in each college and ensure an inclusive, welcoming community for all faculty.

Aligned with College's Strategic Priority 2. Foster an inclusive environment.

Objectives	Actions	Dates	Responsible Party(ies)	Metrics/Benchmarks
Support faculty and staff to lead and coordinate the activities of this 3-year DEI action plan.	<ol style="list-style-type: none"> 1. Make the DEI Committee a permanent committee in the college (3-year rotation) The committee includes faculty as well as one staff and one student representative. 2. Support the position of Diversity Advocate to lead and coordinate the activities of this plan. 3. Provide facilities, logistical support and funding as needed. 4. Staff will deliberate possible paths regarding the coordination of staff DEI interests within the college. 	<p>Fall 2022</p> <p>Ongoing</p> <p>Ongoing</p> <p>Summer and Fall 2022</p>	<p>College Leadership</p> <p>Dean and Leadership</p> <p>Dean and Staff</p> <p>Leadership and College Staff</p>	Oversight of DEI activities
Facilitate channels of communication between the leadership of the college and the different college communities	<ol style="list-style-type: none"> 1. "Coffee with the Dean." These are open conversations with the Dean. She will make herself available at particular dates and times for anyone interested in talking directly with her. 2. Develop a centralized DEI web space and DEI social media 3. Build a repository of DEI resources in the college's Instructional Resource Site 4. DEI trainings in the college will lead to monthly DEI social media report to increase transparency of action plan progress and foster student engagement 5. Integrate DEI into faculty annual performance review 6. Integrate DEI into staff annual performance review 7. Conduct periodic college-climate related faculty surveys 8. Conduct periodic college-climate related student surveys 	<p>Monthly</p> <p>Ongoing</p> <p>Ongoing</p> <p>Initiated in Winter 2021. Ongoing</p> <p>Initiated in Spring 2021. Ongoing</p> <p>Ongoing</p> <p>Winter 2023</p> <p>Winter 2023</p>	<p>Dean</p> <p>DEI Committee and Student Fellow</p> <p>Diversity Advocate and Student Fellow</p> <p>DEI Committee and Student Fellow</p> <p>Leadership</p> <p>HR</p> <p>DEI Committee</p> <p>DEI Committee</p>	<p>Attendance for Coffee with the Dean.</p> <p>Progress in DEI web space. Number of visitors. Engagement on social media.</p> <p>Attendance for DEI trainings.</p> <p>Evaluation of DEI trainings (via brief polls/surveys after the training).</p>
Implement best practices for recruiting a diverse faculty	<ol style="list-style-type: none"> 1. Organize DEI training for faculty search committee members. 2. Work with HR on recruitment strategies for underrepresented groups. 3. Work with HR in creating inclusive job postings 4. Develop standardized evaluation tools for candidates (to account for bias) 	<p>When a search committee is created.</p> <p>Ongoing</p> <p>Every year (or when a search is on)</p> <p>Every Year</p>	<p>Academic Affairs (Coordinated by Diversity Advocate)</p> <p>HR, Dean and Director of Operations</p> <p>HR, Dean and Director of Operations</p> <p>Associate Deans</p>	<p># of trained faculty participating in faculty search</p> <p>Best practices and strategies applied to the search</p> <p>Post-search DEI reports submitted by committee chairs</p>

Ensure inclusive hiring and retention practices, supporting the diverse needs, identities and experiences of all our college community.	1. Review existing practices and processes	Ongoing	Different task forces	Increased awareness, knowledge and application
	2. Establish and communicate best practices and processes	Ongoing	Different task forces	
	3. Continue efforts for attracting, hiring and retaining diverse talent in the job market in all areas of faculty and staff, and supporting the diverse needs, identities and experiences of all our students	Ongoing	Leadership and Faculty	Pre- and after- survey assessment
	4. Build a repository of DEI resources in the college's Instructional Resource Site	Ongoing	Faculty and Staff	
	5. Encourage faculty to participate in Academic Affairs sponsored workshops. Faculty have done so at locales such as Harvard and the National Center for Faculty Development and Diversity.	Ongoing	Through Academic Affairs	Established process for staff onboarding Staff evaluation of processes' effectiveness (feedback)
	6. Personnel Members (and other interested faculty) complete workshop on Promotion Tenure Bias Awareness	Done in Fall 2021. every other year	Academic Affairs (coordinate by Diversity Advocate)	
	7. Continue efforts to revise Tenure and Promotion guidelines with an eye toward DEI issues	2023-24	Faculty	
	8. Develop a more proactive process for checking in with diverse faculty re: their experience at DePaul	Every Year	Diversity Advocate	
	9. Develop an onboarding process that will help new staff members acclimate to the college and to DePaul.	2022-23	Dean and Staff	
Build skills for identifying and managing personal bias and stereotypes in disciplinary decision-making	1. Incorporate DEI micro-training workshops in college meetings	Began 2020-21 and ongoing	Diversity Advocates and DEI Committee	Faculty feedback
	2. Incorporate a DEI discussion item in college meetings	Began 2020-21 and ongoing	Diversity Advocates and DEI Committee	
Organize events for community-building	1. Lunch and Learn Workshops 2. Lunch Bunches 3. Book Circle Discussions 4. Diversity-focused potlucks (off-campus) 5. Tuesday Treats (Staff)	Ongoing	DEI Committee	Annual reports on the number of community-building activities, number of attendees, etc. Surveys on the sense of community/belonging

Goal 2. Support For Students.

Recruiting, Retaining, and supporting a more diverse student community

Aligned with DePaul's Goal 2.1 -- Create an inclusive and engaging experience for all students.

Aligned with the College's Strategic Priority 1, Increase Student Enrollment, Retention and Affinity and 2 Foster an inclusive environment.

Objectives	Actions	Date	Responsible Party(ies)	Metrics/Benchmarks
Provide a student liaison to support student-related DEI activities	Continue Student DEI Fellowship program (Initiated in Winter 2021)	Every year	Dean	Fellow self-evaluation

Support student experience in the college by facilitating channels of communication with their faculty	<ol style="list-style-type: none"> 1. Organize Comm Conversations between faculty and students, or faculty and alumni. 2. Students will be able to request through an application that the College of Communication promote their events. 3. "Coffee with the Dean." An open space for students to communicate with the leadership of the college. 4. Compile and share an easy-reference tool informing students of how to communicate with the staff, faculty and other members in the college 	<p>Every year, once a quarter</p> <p>Ongoing</p> <p>Monthly</p> <p>Fall 2022</p>	<p>DEI Committee and DEI Student Fellow (May require funding)</p> <p>Students</p> <p>Dean</p> <p>DEI Student Fellow</p>	<p>Annual reports on the number of Conversations, the number of attendees, etc.</p> <p># of communications with students regarding access to faculty and staff</p>
Provide students with opportunities for discussion of diversity, equity and inclusion outside of the classroom	<ol style="list-style-type: none"> 1. Organize events (film discussions, speakers, forums, etc.) that propitiate discussions about DEI issues 2. Expand the issues/topics included in DEI students' events to discuss issues such as differently-abled students and others identified in the survey (2022). 	Once or twice a year	DEI Committee and DEI Student Fellow (May require funding)	
Empower students to communicate their learning interests and needs with their programs and the college	<ol style="list-style-type: none"> 1. Collect information about workshops and/or classes of interest for students through surveys, or student evaluations. 	Fall 2022	Faculty. Coordinated by the DEI Committee.	Survey responses Student evaluations
Improve the programs and resources offered to students, aimed at fostering the success of a diverse student body.	<ol style="list-style-type: none"> 1. Compile and share an easy-reference tool informing students of how to communicate with the staff, faculty and other members in the college 2. Support student organizations in creating a peer mentoring program for underrepresented students 3. Help students identify and apply external (e.g., industry or professional) scholarships, fellowships and other opportunities for underrepresented students. 4. Help students identify counseling resources for physical and mental health. 	<p>Fall 2022</p> <p>When needed</p>	<p>DEI Student Fellow and Faculty</p> <p>Org. faculty advisor</p> <p>Faculty by program. Director of Internships.</p> <p>Faculty and advisors</p>	Completed tool (list)

Goal 3. Professional Development and Support.

Promoting and supporting inclusive teaching, scholarship, and professional development for faculty and staff.

Aligned with DePaul's Goal 2.2 -- Commit to a respectful and inclusive workplace environment, welcoming of all staff and supportive of their career development, retention, and success.

Aligned with the College's Strategic Priorities 2 Foster an inclusive environment, and 3 Foster Innovation with Curriculum and Teaching.

Objectives	Actions	Date	Responsible Party(ies)	Metrics/Benchmarks
Improve teaching competence in diversity, equity and inclusion.	<ol style="list-style-type: none"> 1. Bring in experts to deliver workshops and seminars related to DEI in pedagogy. 2. Create surveys that assess the effectiveness of faculty's DEI commitments in teaching and other scholarly work. 	<p>Every year</p> <p>2023-24, then, every other year</p>	<p>Diversity Advocate (Requires funding)</p> <p>DEI Committee</p>	<p>Developed agreed-upon survey for DEI</p> <p>Results from survey on inclusive practices</p>

Encourage discussion and training for faculty and staff regarding issues of diversity, equity and inclusion to reaffirm DEI commitment across the college and build a shared vocabulary around the work of social justice.	1. Attend conferences and training related to DEI issues and for professional/career development.	Ongoing	Faculty and staff (May require funding)	Participation/satisfaction with training and discussions (survey)
	2. Continue to provide DEI micro-trainings in college meetings.	Ongoing	DEI Committee	
	3. Support group discussions and book clubs related to DEI issues.	Ongoing	Faculty and Staff (May require funding)	
Diversify voices and representation within course readings and materials in an ongoing effort to decolonize courses and disciplines across the college	1. Acquire books, videos and other resources needed to develop course materials.	Every year	All faculty (Requires funding)	Faculty DEI survey Rubric for course evaluations
	2. Voluntary peer review of syllabi to align with DEI objectives and suggest other possibilities to incorporate DEI issues in teaching.	When requested by faculty	Faculty reviewers TBA	
	3. Create an online discussion forum for DEI best practices in the classroom	2022-23	DEI Committee and Diversity Advocate	
Mentor junior faculty in their advancement towards tenure	1. Following the guidelines of our mentorship program, pair senior and junior faculty to establish advisory relationships.	2022-23, then, every other year	Diversity Advocate	# of mentorship relationships established Jr. faculty feedback on mentoring
	2. Assess the mentorship program.	2022-23	DEI Committee	
	3. Provide training for faculty mentors.	2023-24, then, every other year	Academic Affairs (Coordinated by Diversity Advocate)	
Acknowledge and value DEI professional development and actions in faculty annual review	1. Continue to promote faculty reflection on their contribution to DEI work on an annual basis. A DEI section was added to the annual merit review in the spring of 2021.	Every Spring	All Faculty	Analysis of faculty DEI review answers (to gauge importance given) List of initiatives/ activities included in faculty merit review
	2. Compile faculty's DEI activities from their Annual Merit Reports to get a comprehensive view of the college's DEI progress in teaching, research and service.	Every Fall	DEI Committee	
Acknowledge and value DEI professional development and activity for staff members of the college	Formally recognize staff activities/initiatives that advance DEI goals.	Every year	Staff, HR and Dean	Established process for staff DEI recognition Award/recognitions to staffs
Ensure equitable and clear distribution of professional development opportunities for staff	Prepare a comprehensive list of existing training and professional development opportunities for college and university	2022-23	HR and Staff	Developed a list of professional development opportunities at DEPAUL related to staff. Staff knowledge/awareness of these opportunities (survey)
	Clearly communicate the process for requesting/accessing development opportunities.	Ongoing	Dean and Director of Operations	
Support faculty and staff experience in the college and help identify and discuss any DEI concerns they may have.	1. Coordinate meetings to listen to faculty going up for tenure and formal review. The meetings will be standard procedure for tenure-track faculty and will be on a voluntary basis for other full-time faculty.	As needed	Diversity Advocate	# of meetings (other opportunities) for listening # of communication(s) related to DEI with staff and faculty Specific new initiatives undertaken based on feedback received.
		Once a year	Diversity Advocate	
	2. Coordinate meetings with diverse faculty and help in providing any needed support.	2022-23		

	<p>3. Staff members identify and develop the best way to communicate about experiences and DEI concerns.</p> <p>4. Diversity Advocate will attend all staff meetings.</p>	<p>Ongoing</p>	<p>Staff with support of Diversity Advocate and Committee as needed</p> <p>Diversity Advocate</p>	
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