

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.

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	 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. 	Fall 2022	College Leadership	
3-year DEI action plan.	 Support the position of Diversity Advocate to lead and coordinate the activities of this plan. 	Ongoing	Dean and Leadership	Oversight of DEI activities
	 Provide facilities, logistical support and funding as needed. 	Ongoing	Dean and Staff	
	 Staff will deliberate possible paths regarding the coordination of staff DEI interests within the college. 	Summer and Fall 2022	Leadership and College Staff	
Facilitate channels of communication between the leadership of the college and the different college communities	 "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. 	Monthly	Dean	Attendance for Coffee with the Dean.
	2. Develop a centralized DEI web space and DEI social media	Ongoing	DEI Committee and Student Fellow	Progress in DEI web space. Number of visitors. Engagement on
	3. Build a repository of DEI resources in the college's Instructional Resource Site	Ongoing	Diversity Advocate and Student Fellow	social media.
	 DEI trainings in the college will lead to monthly DEI social media report to increase transparency of action plan progress and foster student engagement 	Initiated in Winter 2021. Ongoing	DEI Committee and Student Fellow	Attendance for DEI trainings.
	5. Integrate DEI into faculty annual performance review	Initiated in Spring 2021. Ongoing	Leadership	Evaluation of DEI trainings (via brief polls/surveys after the training).
	 Integrate DEI into staff annual performance review 	Ongoing	HR	training).
	 Conduct periodic college-climate related faculty surveys 	Winter 2023	DEI Committee	
	8. Conduct periodic college-climate related student surveys	Winter 2023	DEI Committee	
Implement best practices for recruiting a diverse faculty	 Organize DEI training for faculty search committee members. 	When a search committee is created.	Academic Affairs (Coordinated by Diversity Advocate)	# of trained faculty participating in faculty search
	 Work with HR on recruitment strategies for underrepresented groups. Work with UP is exercise inclusion in here 	Ongoing	HR, Dean and Director of Operations	Best practices and strategies applied to the
	Work with HR in creating inclusive job postings Develop standardized evoluation tools for	Every year (or when a search is on)	HR, Dean and Director of Operations	search Post-search DEI reports
	4. Develop standardized evaluation tools for candidates (to account for bias)	Every Year	Associate Deans	submitted by committee chairs

Ensure inclusive hiring and retention practices, supporting the diverse needs, identities and experiences of all our college community.	 Review existing practices and processes Establish and communicate best practices and processes 	Ongoing Ongoing	Different task forces Different task forces	Increased awareness, knowledge and application
community.	 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
	 Build a repository of DEI resources in the college's Instructional Resource Site 	Ongoing	Faculty and Staff	
	 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	
	 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)	
	 Continue efforts to revise Tenure and Promotion guidelines with an eye toward DEI issues 	2023-24	Faculty	
	 Develop a more proactive process for checking in with diverse faculty re: their experience at DePaul 	Every Year	Diversity Advocate	Established process for
	 Develop an onboarding process that will help new staff members acclimate to the college and to DePaul. 	2022-23	Dean and Staff	staff onboarding Staff evaluation of processes' effectiveness (feedback)
Build skills for identifying and managing personal bias and	1. Incorporate DEI micro-training workshops in college meetings	Began 2020-21 and ongoing	Diversity Advocates and DEI Committee	Faculty feedback
stereotypes in disciplinary decision- making	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			Annual reports on the number of community-
	 2. Lunch Bunches 3. Book Circle Discussions 	Ongoing	DEI Committee	building activities, number of attendees, etc.
	4. Diversity-focused potlucks (off-campus)			Surveys on the sense of
	5. Tuesday Treats (Staff)			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	 Organize Comm Conversations between faculty and students, or faculty and alumni. Students will be able to request through an application that the College of Communication promote their events. 	Every year, once a quarter Ongoing	DEI Committee and DEI Student Fellow (May require funding) Students	Annual reports on the number of Conversations, the number of attendees, etc. # of communications with students regarding access to faculty and
	 "Coffee with the Dean." An open space for students to communicate with the leadership of the college. 	Monthly	Dean	staff
	4. Compile and share an easy-reference tool informing students of how to communicate with the staff, faculty and other members in the college	Fall 2022	DEI Student Fellow	
Provide students with opportunities for discussion of diversity, equity and inclusion outside of the classroom	1. Organize events (film discussions, speakers, forums, etc.) that propitiate discussions about DEI issues	Once or twice a year	DEI Committee and DEI Student Fellow (May require funding)	
	 Expand the issues/topics included in DEI students' events to discuss issues such as differently-abled students and others identified in the survey (2022). 			
Empower students to communicate their learning interests and needs with their programs and the college	 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.	 Compile and share an easy-reference tool informing students of how to communicate with the staff, faculty and other members in the college 	Fall 2022	DEI Student Fellow and Faculty	Completed tool (list)
	 Support student organizations in creating a peer mentoring program for underrepresented students 		Org. faculty advisor	
	3. Help students identify and apply external (e.g., industry or professional) scholarships, fellowships and other opportunities for underrepresented students.		Faculty by program. Director of Internships.	
	4. Help students identify counseling resources for physical and mental health.	When needed	Faculty and advisors	

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.	 Bring in experts to deliver workshops and seminars related to DEI in pedagogy. 	Every year	Diversity Advocate (Requires funding)	Developed agreed-upon survey for DEI
	 Create surveys that assess the effectiveness of faculty's DEI commitments in teaching and other scholarly work. 	2023-24, then, every other year	DEI Committee	Results from survey on inclusive practices

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