

College of Communication DEI-Related Actions – Fall Quarter 2023

Goal 1: Inclusive College Climate.

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

- Associate Director of Graduate Student Services Karin Winters joined the college DEI Committee as a staff representative. Winters will focus on improving the staff onboarding process with more equitable and inclusive practices.
- The journalism program and the Chicago chapter of the National Association for Hispanic Journalists partnered to host city of Chicago officials for a forum to discuss the ongoing efforts to support migrants recently bussed from Texas to Chicago with dignity and respect.
- Instructor Christina Steed was named the 2022-2023 Center for Communication Engagement (CCE) Faculty Fellow. As a CCE fellow, Christina will focus on multicultural marketing communications. Along with teaching in the PRAD program, she will be consulting with the PRAD director and chair on curriculum, programs, and initiatives.
- PRAD faculty member Nur Uysal designed and analyzed a college-level survey; the results will inform future DEI-related programming.
- Interim Dean Lexa Murphy resumed 'Caffeine with the Dean,' a weekly forum for students, staff, and faculty to discuss ideas, questions, or concerns.

Goal 2. Support For Students

Recruiting, Retaining, and supporting a more diverse student community

- Journalism student Madison Comeau was hired as a 2023 DEI Student Fellow. Madison's role will help engage and support the college's efforts to generate a continuous conversation around diversity, equity, and inclusion with students.
- Instructor Adriane Stoner organized the fall graduate student event, "Race and Fandom: A Discussion of Intersectionality in Media Studies," featuring Professor Dayna Chatman of the University of Oregon.
- In response to feedback from student journalists, the college established a part-time faculty advisor for student Spanish-language publications and to teach a journalism course on bilingual reporting.
- PRSSA DePaul students and PRAD Associate Professor Nur Uysal received support to attend the Plank Center DEI Summit and Mentoring Gala on November 3, 2022. The summit is an opportunity for professionals, educators, and students to learn more about developing strategic diversity, equity, and inclusion programs. The summit concluded with an evening gala to recognize diverse PR professionals committed to mentorship and leadership.
- PRAD instructor Marshall Goldman's incorporated equitable and inclusive related assignments to two courses:
 - For a campaigns class, Goldman established a partnership with the Chicago Police Department where students developed a campaign to inform citizens of their rights when engaging with the police. The campaign ran this past summer throughout the city.

- Goldman's portfolio course included an assignment where students worked on designing and developing a social media campaign around inclusive campus restroom signage.

Goal 3. Professional Development and Support

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

At the start of the fall term, DEI Faculty Advocate Luisela Alvaray re-engaged the college community to prioritize work toward a more diverse, inclusive, and equitable environment and updated the college on the following efforts:

- Presented a summary of current college DEI-efforts and outlined opportunities to engage during the academic year
- Curated additional DEI-related resources and information for the college's intranet resource site
- Helped secure support for efforts to diversifying course content with Interim Dean Lexa Murphy by establishing the Course Resources Diversification Program
- Ensured college representation at the fall 2022 university DEI Summit, co- sponsored by the Office of Institutional Equity and Diversity and the Office of the President
- DEI Faculty Advocate Luisela Alvaray supported faculty members scheduled for a formal review with meetings that provided a confidential space for faculty to discuss the review process and their overall experience at DePaul.