

**College of Communication**  
**DEI-Related Actions - Winter Quarter 2023**

***Goal 1: Inclusive College Climate.***

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

- The Journalism program hired 10 new adjunct faculty of which 7 are instructors from underrepresented populations, and 8 were women. Thus, the program is offering its students a more diverse pool of faculty.
- The Journalism and Sports Communication program hired two full-time positions both starting 2022-23 academic year. Both are diverse faculty—Prof. Judith McCray and Prof. Vincent Peña.
- Prof. Jason Martin reports that the College of Communication Dean Search Committee, of which he was part, foregrounded questions of inclusiveness and equity, requiring candidates to articulate experience, goals and vision on those topics as prospective dean. Fall 22 & Winter 23.
- DEI Staff Representative Karin Winters finalized a document formalizing the onboarding process for staff members in the college. The document is available on the CMN Resource Site in the College Operations section.
- Associate Dean for Student Affairs and Engagement Paul Booth created the College of Communication D2L page, which opens up dialogue between students, faculty, and administration.
- The College of Communication was a co-host for an [event](#) featuring author George Johnson entitled “Black, Queer. Here: American Book Banning and George Johnson's All Boys Aren't Blue.”
- Diversity Advocate reported back to the college some of the main points addressed in the University DEI Summit, organized by the Office of the President, which took place in October 2022. This [video](#) synthesizes some of the issues addressed.
- Dean Murphy continues to offer her “Caffeine with the Dean” every week—a tea/coffee space to address ideas, questions or concerns.
- Kristen Pengelly and student employee Ella Miller committed to livening up the Munroe office space through holiday-themed decorations in the reception area. They consulted with Diane Dardón, Director of Religious Diversity and Pastoral Care, and the university's interfaith calendar, to ensure an equitable representation of holidays.

***Goal 2. Support For Students.***

***Recruiting, Retaining, and supporting a more diverse student community***

- Journalist Laura Rodriguez Presa was hired to mentor bilingual students working in Spanish-language media publications and to teach JOUR 290 Reporting on Latinx communities. This course is designed to support students from all backgrounds develop skills in reporting on large number of Latine/Hispanic communities in Chicago (Winter Quarter '23 & Spring Quarter '23). Please read the Newsline story [here](#).

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- In the fall, the college provided funds for our students to attend the National Association of Hispanic Journalist conference (where they won first place!).
- Associate Dean for Student Affairs and Engagement Paul Booth worked with admissions, recruitment, and enrollment management to discuss targeted outreach to different student populations.
- Prof. Booth put together a Student Advisory Board for the Dean, which includes the DEI Student Fellow. The charge of this group is to engage with the Dean in student-related issues, including opening up lines of dialogue about DEI in the college.
- At our weekly “Sweets, Treats, and Deets” event, Prof. Paul Booth invited student and campus organizations that focus on DEI in order to bring information to students. These organizations include: The Center for Students with Disabilities, the Writing Center, the Black Cultural Center, the University Counseling and Psychological Services, Latinx Culture, APIDA, Just DePaul, LGBTQIA+, ACE, and the DePaul Women's Center.
- Prof. Robin Hoecker with the help from Prof. Paul Booth obtained a Diversity and Inclusion Initiative Grant to fund journalism student organization memberships. The grant covers membership fees to a range of professional associations, including those representing Black, Hispanic, LGBTQ, Asian American, South Asian and Native American communities. All journalism faculty helped to promote the effort in Fall '22 and Winter '23.
- The Journalism program celebrated the 1-year anniversary of the student National Association of Black Journalists chapter.
- Prof. Tim Cole revised the teaching materials of his core communication course Introduction to Human Comm (CMN 101) making sure that all of the visual representations of individuals reflected a diverse population.
- In CMN104 Public Speaking, Prof. Kirsten D'Aurelio designed several activities considering issues of diversity, inclusion and equity. For instance, in the Persuasive Speaking unit, students discussed the polarization of American discourse—often in terms of cultural identities—and its tendency to exclude nuance and complexity in persuasive arguments. Students also focused on finding common ground and shared values across a continuum of diverse audience members, and identified political speakers such as Ozlem Cekic and Beto O'Rourke, who utilize this tool to build rapport and unity with their audiences.
- Prof. Dusty Goltz reworked some of his courses to reflect more diverse worldviews and frames of knowledge. He added new poems from Native American, Queer, Asian and Jewish literature to work with in the course CMNS 230 Performance: Communication, Creativity and the Body. He redesigned readings for CMN 339 Performance of Gender and Sexuality to centralize queer of color critiques and Blatino voices. He also reworked his PROCMN DEI course with new writings on DEI program effectiveness, antisemitism, and anti-trans legislation.
- For the Winter Student Showcase, Prof. Goltz selected works that featured African American writers, Franz Fanon, and feminist critiques of Roe v. Wade overturn.
- Prof. Dan Azzaro sought out and promote advertising internship opportunities and training specifically for multicultural students. More specifically, he highlighted two opportunities,

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- The BLAC Internship (<https://www.blacinternship.org/>) - which is a full-time summer advertising internships for students of color. These are with ad agencies across the country.
- Publicis Group's MCTP program (Multicultural Talent Pipeline) (<https://hopin.com/events/mctp2022>)- a two/three-day event dedicated to bringing in more multicultural students into the communications industry. DePaul PRAD students have been invited to this event for the last three years based on our inviting Publicis to our internship evening. Over the past three years, over 30 of our students have attended, and a vast majority have gotten internships with a Publicis firm or one of their media partners.
- Prof. Matt Ragas shared that back in the fall, the [Pro Comm Final Project Showcase](#) featured keynote speaker [Yanique Woodall](#), VP of Communications and Customer Experience for CVS Health. Ms. Woodall serves as the chair of the [Institute for Public Relations \(IPR\)](#), an independent, nonprofit research foundation dedicated to fostering greater use of research and research-based knowledge in corporate communication and public relations practice.
- Prof. Marshall Goldman taught a campaigns class, and introduced the idea of “speciesism.” The client was PETA. When it comes to animals as they relate to humans, is there equality or dominance? The idea of speciesism is a starting point for reflections on hegemony, dominance, for power/worth over others.
- Prof. Sandra Guy Kolina hosted diverse guest speakers in her class JOUR 275 Introduction to Journalism. They represented different ethnic groups and practice different kinds of journalism. They included Richie Requena, managing editor of Pueblo student magazine and secretary for the student chapter of NAHJ, and Prof. Judith McCray.
- For the annual Freedom of Information Act (FOIA) Fellows seminar, Prof. Don Moseley and Prof. Caron Marin sought a diversity of reporters versed in accessing public records, including Black, Hispanic, White, Asian, LGBTQ+ and Muslim presenters.
- In CMNS 335-201, Latinx Communication, Advocacy & Community Building, Prof. Esther Quintero Guzman focuses on different issues that affect minorities in the United States. Students work extensively on identity and social representation, analyze statistics regarding Latinos as part of the American workforce and contributing to the American economy, and constantly defy the reductive positioning of Latinos in media.
- Prof. Ron Culp further refined his course Diverse Voices: Profiles in Leadership, which focuses helping PR and advertising students understand the business-critical importance of diversity, equity and inclusion. The course is well-received by students, is one of few of its kind in PR and advertising education programs and is being adapted by other universities.

***Goal 3. Professional Development and Support.***

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

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- On February 10, the college offered a DEI in pedagogy training. Dr. Viji Sathy and Dr. Kelly Hogan conducted a workshop titled, “Promoting Equity through Inclusive Teaching Practices.” You can find the link to the video of the [workshop](#) on our Resource Site.
- Prof. Jason Martin co-authored an [analysis](#) of 34 in-depth interviews with data journalists from around the world on obstacles to acquiring data for analysis for accountability journalism, including 18 responses from the Global South. This is original empirical data not previously found in the literature that will inform Dr. Martin’s data journalism classes at DePaul as a required reading.
- The DePaul [Center for Journalism Integrity and Excellence](#) students and faculty published multimedia and broadcast [story on relationships and mental health](#) (anxiety/depression). They also published on racial disparities in access to [CTA park-and-ride options](#) . (combined these two bullets into one and hyperlinked the episodes to text)
- Prof. Robin Hoecker and Prof. Jay Baglia [published a photo mosaic on pandemic masking](#).
- Prof. Goltz submitted a panel to the upcoming National Communication Association conference on DEI through the lens of performance theory, looking at how performance frames can help interrogate DEI efforts, as well as conservative attempts to dismantle DEI work.
- Prof. Goltz also published a co-authored article in *Text & Performance Quarterly* about the performance of public apology for celebrities accused of making sexist, homophobic or racist jokes.
- Prof. Blair’s book *Comic Book Women* won the 2023 Rollins Book Award for best book from the Southwest Popular/American Culture Association. The book features an intersectional approach to issues of gender, race, sexuality and class in its revisionist history of comic books.
- Prof. Sydney Dillard is Inaugural recipient of the American Journalism/American Journalism Historians Association and Journalism History Grant to advance diverse perspectives in media history. Her project will preserve the oral histories of advertising racial/ethnic minority industry professionals who have led the art direction of some of the U.S.’s most influential advertising campaigns, such as Google, McDonald’s, Walmart, Toyota, Comcast, American Airlines, Coca-Cola, Budweiser, and Walt Disney World, providing deeper insight into the challenges and opportunities for better addressing disparities in the multi-billion-dollar advertising industry.
- The Course Resources Diversification Program continues funding materials in order to diversify the content of the courses in the college.
- The Diversity Advocate met with term faculty going for formal reviews.