Academic Affairs Six Point Plan

to a More Inclusive Environment

Partnership

Office of Faculty Diversity and Retention will partner with the Office of Institutional Equity and Diversity to improve hiring practices. This partnership will focus on: (1) Implementation of Recruitment Plans for all searches which focus on the recruitment of diverse candidates to diversify the candidate pool. (2) Improving mandatory training to focus more on diversity and recruitment as well as compliance.

Research

Office of Faculty Diversity and Retention will partner with Darden College of Education and Professional Studies to form the “DCEPS Diversity Center” which will house the Office of Faculty Diversity and Retention and The Alliance for Equity-Based Research and Practice, a new center focused on specific diversity initiatives related to the college, K-12 and professional studies.

College Initiatives

All college deans will ensure that: (1) College diversity statements and plans are publicly shared (after formally approved by Provost), with goals posted on websites for stronger visibility and accountability. (2) As a part of the department diversity planning process, each department will review existing coursework and/or develop new curricula to advance a focus on multicultural competence and racial and social justice. (3) Utilize evidence-based data to drive faculty diversity recruitment and retention initiatives.
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Curriculum Development

The Center for Faculty Development will facilitate semester-long faculty learning communities, helping faculty review their curriculum and infusing allyship and anti-racism into the classroom.

Professional Learning

The Office of Faculty Diversity and Retention will offer multiple opportunities for professional learning on topics related to the history of African Americans and racial injustices, diversity, unconscious bias, anti-racism, and systemic racism in education.

Town Halls

The Provost and VP of Academic Affairs will hold “Diverse Conversations” each semester to discuss these initiatives, continue the conversation around systemic racism and provide an opportunity to capture diverse voices and ensure transparency and accountability in the implementation of the above efforts.