

TU Strategic Plan
GOAL 1: EDUCATE
GOAL 2: INNOVATE
GOAL 3: ENGAGE
GOAL 4: INCLUDE
GOAL 5: SUPPORT



College of Education

Diversity, Equity and Inclusion Strategic Plan

Crosswalk Table

A More Inclusive TU	COE Diversity, Equity, & Inclusion Plan	Responsible Party
Education & Scholarship		
<p>1.1 Increase the ongoing university support for staff and faculty professional development that prioritizes diversity, equity, and inclusion.</p> <p>TU Strategic Plan GOAL 1: EDUCATE GOAL 4: INCLUDE</p>	<ul style="list-style-type: none"> • Revise the Annual Review to include a focus on diversity, equity, and inclusion. Goal 1 <ul style="list-style-type: none"> ○ Faculty will share ways and/or provide evidence that they have incorporated an increased focus on diversity and equity and inclusion in their practice, such as: <ul style="list-style-type: none"> ▪ differentiating instruction to be culturally responsive. ▪ teaching about trauma informed pedagogy. ▪ providing racial awareness professional development. ▪ providing culturally and linguistically responsive instruction. ▪ Teaching about using unbiased assessments. ▪ Goal 1 • Develop professional development centered on anti-racist pedagogy with a focus on what it means to be an anti-racist. Goal 1 <ul style="list-style-type: none"> ○ Conduct a review of all COE syllabi to determine level of DEI included Goal 4 ○ Potential checklists: <ul style="list-style-type: none"> ▪ Peralta Online Equity Rubric - 3.0 Oct 2020 	<ul style="list-style-type: none"> • PTRM committees/COE faculty • COE's DEI Committee and Leadership Team will provide suggestions. • Dean's Office will organize and promote. • Chairs will work on equity review with faculty.

	<ul style="list-style-type: none"> ▪ Microsoft Word - Syllabus & Course Curriculum Self-Assessment and Audit Tool_Revised 042019.docx (laverne.edu) ▪ https://abarnow.org/ ▪ https://www.racialequitytools.org/resources/plan/informing-the-plan/organizational-assessment-tools-and-resources ▪ https://sites.google.com/view/anequitysyllabus/liquid-syllabus?authuser=0 <ul style="list-style-type: none"> • <i>Evidence should be data indicating actions taken in support of this initiative.</i> 	
<p>1.2 Increase diversity-rich learning experiences that raise all students' self-awareness and cultural intelligence and increase understanding of diversity, equity, and inclusion, while encouraging engagement in the greater community.</p> <p>TU Strategic Plan GOAL 1: EDUCATE GOAL 3: ENGAGE</p>	<ul style="list-style-type: none"> • Develop and recommend collegewide opportunities for DEI development (speakers, resources, programs and workshops for college, department, and individual use. i.e., Create “safe spaces” for students and staff to share their concerns and views.) Goal 1 and 3 • Allocate college travel funds to support attendance at events that focus on diversity, equity, and inclusion. Goal 1 and 3 • Continue book clubs, dialogues, and other structured learning experiences. Goal 1 <ul style="list-style-type: none"> ○ The “COE One Book” – for the year and the books will be purchased for people attending • Initiate discussion about opportunities for faculty to learn more about the diverse communities the university serves to foster more engagement through PD. Goal 1 and 3 • <i>Evidence should be data indicating actions taken in support of this initiative.</i> 	<ul style="list-style-type: none"> • COE Marketing • Dean’s Office • COE’s DEI Committee <ul style="list-style-type: none"> • COE’s DEI Committee <ul style="list-style-type: none"> • COE’s DEI Committee

<p>1.3 Develop resources for faculty to learn, use and evaluate inclusive teaching practices and scholarly research.</p> <p>TU Strategic Plan GOAL 1: EDUCATE</p>	<ul style="list-style-type: none"> • Develop and maintain a repository of current resources and tools that support equitable and inclusive teaching practices. (This could be part of the DEI Knowledge Base on COE's DEI web page.) Goal 1 • Each department will reserve time on meeting agendas to share inclusive teaching practices and also encourage department chairs to share information about those practices at college level meetings. Goal 1 • <i>Time will be allocated and documented in support of this initiative for each faculty member.</i> 	<ul style="list-style-type: none"> • COE's DEI Committee • Department Chairs
<p>Recruitment, Retention & Success</p>		
<p>2.1 Identify and seal leaks in the recruiting and hiring pipeline while fostering an inclusive TU environment that encourages students, staff and faculty to stay and flourish.</p> <p>TU Strategic Plan GOAL 2: INNOVATE GOAL 3: ENGAGE GOAL 4: INCLUDE GOAL 5: SUPPORT</p>	<p>Create and support programs for recruitment and retention of faculty, staff, and students.</p> <p>Faculty/Staff:</p> <ul style="list-style-type: none"> • Recruit Inclusion Advocates (IAs) for COE. IAs share lessons learned with leadership. (This year Gilda Martinez-Alba, Todd Kenreich, Cole Reilly, and Rebecca Shargel are COE's IAs.) Goal 5 • Provide writing boot camps to help with faculty retention and tenure. Goal 2 and 5 <p>Students:</p> <ul style="list-style-type: none"> • Provide a TU Teacher Scholars Summer Institute to recruit underrepresented students. Goal 5 • Host field trips for students, focusing on areas with underrepresented groups, for recruitment. Goal 5 • Create advisor's group to reflect on and discuss how to best support students. (This could be a collaboration between Student Affairs and CSD/OIIE.) Goal 5 • Recruit/pay representatives from underrepresented students and involve them into the summer institute. Engage these representatives in decision 	<ul style="list-style-type: none"> • IAs • Faculty - Vicki McQuitty and Carla Finkelstein, FACET • Recruitment Team • Recruitment Team • Sara Hooks and Kandace Hoppins, Advising Leaders

	<p>making, mentoring of new students, and to help with outreach in our communities. Goal 3 and 5</p> <ul style="list-style-type: none"> Highlight the Residential Learning Communities as support for underrepresented students. Goal 4 	<ul style="list-style-type: none"> Educators Rising Students RLC Committee
<p>2.2 Build and sustain a campus-wide infrastructure for inclusive mentoring of students, staff, and faculty as a core value of the campus community.</p> <p>TU Strategic Plan GOAL 5: SUPPORT</p>	<p>Communicate information about opportunities for diversity action with COE.</p> <p>Faculty/Staff:</p> <ul style="list-style-type: none"> Chairs meet monthly with faculty and staff to provide mentoring support. Goal 5 Dean meets monthly with chairs to provide support. Goal 5 <i>Data documenting activities are received and collated by COE Diversity Committee.</i> <p>Students:</p> <ul style="list-style-type: none"> COE virtual mentors through the Dean's Advisory Council for students interested. Goal 5 COE faculty participate in Transfer Advising/Mentoring, SAGE Mentoring, and Latinx/minority student mentoring programs. Goal 5 Educator's Rising students provide mentoring to TU Teacher Scholar Summer Institute Students. Goal 5 Advisors work with students beyond academics, helping them as their mentors to connect to counseling or other services as needed for students to feel supported in an inclusive environment. Goal 5 Create advisor's group to reflect on and discuss how to best support students. <i>Data documenting activities are received and collated by COE Diversity Committee.</i> 	<ul style="list-style-type: none"> Chairs Dean Mullen Dean's Advisory Council TU faculty mentors Educators Rising students Advisors Sara Hooks and Kandace Hoppin, Advising Leaders
2.3 Review current programs, policies	Develop and re-visit existing programs, policies, and practices on an ongoing basis.	

<p>practices that foster a culture of inclusion and equity for students, staff and faculty.</p> <p>TU Strategic Plan GOAL 1: EDUCATE GOAL 4: INCLUDE GOAL 5: SUPPORT</p>	<ul style="list-style-type: none"> • Update COE's Recruitment and Retention Plan for underrepresented students each year with the EPIC 3 committee, recruitment team, COE's diversity committee, and College Council. Goal 4 • Leadership meets with Educators' Rising leaders (and all student group leaders) to work on a culture of inclusion and equity. Goal 4 • Develop marketing materials representative of all students, faculty, and staff without misrepresenting our college. Goal 4 • Create new programs, such as the Teachers of English to Speakers of Other Languages PBC, to potentially create interest for underrepresented students into our programs. Goal 1 and 4 • Make programs online for students that cannot come to campus. Goal 1, 4, and 5 • Provide Dean's Scholarships to students with high GPAs demonstrating financial need. Goal 4 and 5 • Hold focus groups and interviews with students to investigate how we can best support them. Goal 4 and 5 • Encourage all students to participate in Educators Rising to create a support network for them. Goal 4 and 5 • Inform students of the Residential Learning Communities for them to live on the same floor and create a community of educators that have additional faculty support. Goal 4 and 5 • <i>Leadership provided by Dean's Office and documentation collated by COE Diversity Committee.</i> 	<ul style="list-style-type: none"> • EPIC 3, Recruitment Team, COE's DEI Committee, College Council • Leadership, Student Group Leaders • COE Marketing • TU Faculty • TU Faculty • Dean's Office • Dean's Office • COE Advisors and Faculty • COE Advisors and Faculty
<p>2.4 Increase the number of staff and faculty from historically underrepresented groups by 2025.</p>	<ul style="list-style-type: none"> • Actively reach out to potential candidates while at conferences and other events to recruit underrepresented faculty and staff, in addition to posting job opportunities in various search engines. (Create guidelines or a structure for attending conferences.) Goal 4 and 5 • Connect with Baltimore City, Prince George's County, Montgomery County, HBCUs, and other areas with underrepresented groups to recruit 	<ul style="list-style-type: none"> • Department Search Committees, Chairs, and IAs • Faculty that receives travel money

TU Strategic Plan GOAL 3: ENGAGE GOAL 4: INCLUDE GOAL 5: SUPPORT	faculty and staff, such as our connection with Baltimore City to recruit paraprofessionals into teaching in the MAT program. Goal 3, 4, and 5 <ul style="list-style-type: none"> • <i>Data documenting activities are received and collated by COE Diversity Committee.</i> 	<ul style="list-style-type: none"> • Department Search Committees and Chairs
Campus Climate		
3.1 Cultivate a community at TU where our diverse background, experiences, identities and perspective enhance our pursuit of equity and inclusion. TU Strategic Plan GOAL 1: EDUCATE GOAL 3: ENGAGE	<ul style="list-style-type: none"> • Work with the Center for Student Diversity to provide professional development, such as guest speakers, for COE. Goal 1 • Support non-profits and provide opportunities for volunteer internships/service learning credit, to open doors and connect with our community through BTU. Goal 3 	<ul style="list-style-type: none"> • COE's DEI Committee • COE Liaisons to BTU Council
3.2 Cultivate a learning and working community, a hub of opportunities where students, staff and faculty feel included, respected, supported, valued and able to participate, contribute and thrive at TU. TU Strategic Plan GOAL 3: ENGAGE GOAL 4: INCLUDE	<ul style="list-style-type: none"> • Hold focus groups and interviews with students, faculty, staff, community partners, and alumni to seek information about our climate and DEI plan. Goal 3 and 4 	<ul style="list-style-type: none"> • Dean's Office
3.3 Continue to improve and create building and facilities that are	<ul style="list-style-type: none"> • Monitor accessibility for the Hawkins Hall and Psychology buildings. Goal 5 	<ul style="list-style-type: none"> • Building Coordinators • COE Marketing

<p>welcoming, accessible and inclusive for all people and cultures.</p> <p>TU Strategic Plan GOAL 4: INCLUDE GOAL 5: SUPPORT</p>	<ul style="list-style-type: none"> Highlight students working in diverse settings through photographs, etc. on our hallway projectors and in our offices, such as the development office. Goal 4 Provide accessible technology. Goal 5 	<ul style="list-style-type: none"> Technology Committee/ SPED Faculty/ASD
Evaluation & Assessment		
<p>4.1 Develop an Equity and Inclusion Measurement & Assessment Working Group and charge it with timely and ongoing campus-wide measurement, reporting and monitoring of inclusive excellence and equity and alignment with university assessment plans.</p> <p>TU Strategic Plan GOAL 4: INCLUDE</p>	<ul style="list-style-type: none"> Assess, monitor progress, and make DEI recommendations. Goal 4 	<ul style="list-style-type: none"> EPIC 3, Recruitment Team, COE's DEI Committee, Leadership Team, and College Council
<p>4.2 Develop systematic plan for conducting climate studies for</p>	<ul style="list-style-type: none"> Hold focus groups and interviews with students, faculty, staff, community partners, and alumni to seek information about our climate and DEI plan. Goal 3 and 4 	<ul style="list-style-type: none"> Dean's Office

<p>students, staff, faculty, alumni, and community partners.</p> <p>TU Strategic Plan GOAL 3: ENGAGE GOAL 4: INCLUDE</p>	<ul style="list-style-type: none"> Review survey outcomes about climate developed by TU's DSP Assessment Committee to determine next steps for COE. Goal 4 	<ul style="list-style-type: none"> COE's DEI Committee
<p>4.3 Create a centralized hub for diversity, equity and inclusion assessment efforts, including internal assessments as well as TU participation in regional/national studies.</p> <p>TU University Strategic Plan GOAL 3: ENGAGE GOAL 4: INCLUDE</p>	<ul style="list-style-type: none"> We will have a centralized hub (i.e.; web page) where faculty can access the information, can get ideas, make connections to, etc. We will link with the OIIE as part of this effort. Goal 3 and 4 	<ul style="list-style-type: none"> Dean's Office and COE's DEI Committee