(DRAFT) DIVERSITY OJECTIVES, ACTION STEPS, AND MEASURES
COLLEGE OF FINE ARTS AND COMMUNICATION

COFAC DIVERSITY & INCLUSION STATEMENT

A MODEL FOR CAMPUS DIVERSITY
The College of Fine Arts and Communication will strengthen our commitment to diversity to provide an inclusive, welcoming, and peaceful environment that is respectful to all and serves as a national model for advocacy. Our College's environment becomes a lens through which we discuss our diverse community. We have historically promoted and will continue to encourage civility and acceptance for diverse and divergent beliefs, forms of expression, appearances, cultures, and lifestyles.

COFAC DIVERSITY & INCLUSION COMMITTEE: Support initiatives and events that promote diversity among COFAC faculty, staff, and students.

Action Priorities	Outcomes	Responsible Agent	Deliverable Date	Link to College's Goals	Assessment & Performance Measures
Develop, maintain, and strengthen the role of the COFAC Diversity & Inclusion Committee: • Provide a space to foster connections across disciplines between faculty, staff, and students • Provide structure for making connections with diversity and inclusion initiatives • Monitor the development and maintenance of department and college level plans to support the university diversity and inclusion goals.	Ensure diversity & inclusion committee is part of the college's formal governance structure by including Diversity & Inclusion bylaws to COFAC Bylaws.	COFAC Dean, Associate Dean, College Council Chair	2013-14 (formation of committee) ongoing		Annual Report to COFAC College Council Issue annual reports of diversity committee activities and outcomes.
Formalize Diversity & Inclusion funding opportunities for COFAC faculty & staff: • Committee will provide funding opportunities biannually for diversity and inclusion related	Show use of 75% of COFAC D&I allocated funding each term Provide and comprehensive list of all COFAC D&I initiatives on COFAC Diversity & Inclusion webpage	COFAC D&I Committee	2014-present ongoing		Report Back: Bi-annual report of supported diversity & inclusion initiatives in the college Report back presentation from faculty/staff of

events/projects and administer the awarding of funds based on the selection criteria stated on the diversity funding request guidelines					funded diversity & inclusion supported event/project at COFAC Colloquiums
Ensure opportunities for college-wide conversations and support initiatives, workshops, events, and retreats that promote diversity and inclusion among COFAC faculty, staff and students.	Publish COFAC D&I webpage to promote COFAC's diversity & inclusion initiatives, online application for funding opportunities, D&I event listings for university & college, weekly newsletter with D&I event listings	DAC representative from COFAC, Committee members, Chair of DAC	2013-present Website: Draft completed. Publish page Jan. 2020		Issuing annual reports of diversity committee activities and outcomes to University Diversity Action Committee.

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CURRICULUM/PEDAGOGY: Provide learning opportunities across the COFAC curriculum by increasing the number courses and variety of experiences that enhance cultural competency and opportunities for dialogue, on issues of diversity, inclusion, and equity.

Action Priorities	Outcomes	Responsible Agent	Deliverable Date	Link to College's Goals	Assessment & Performance Measures
Strengthen the curriculum to contribute to cultural competence in students by creating opportunities for cross cultural experiential education, and diverse global philosophies.	Increased number of courses that address issues of diversity & inclusion. Existing courses with a broad spectrum of diversity content tagged for promotion as D&I initiative. Development of new Interdisciplinary Fine Arts courses (IDFA) courses that address issues of diversity & inclusion. Ex: IDFA 471 – Special Topics in Social Action IDFA 201 – American Vision: Baltimore Arts IFDA 104 – Interdisciplinary Intergroup Dialogue (Under Review) Promote course re-design to further include diverse content in existing courses.	Chairs, Faculty, Associate Dean	2016-present		College-level assessment goals and annual reporting. • # of students enrolled in courses • Increase in coursed offed in cultural competency • # of faculty teaching courses that increase cultural competency • Chairs work to accept IDFA courses as major elective options in ALL departments

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Encourage student opportunities to converse and nurture an atmosphere of safety, and acceptance through *Dialogue@TU*	Increase number of courses and faculty using IGD in the classroom. *2018 – IGD was part of 2 Art Education courses* Provide consistent representation on IGD Advisory Committee	Dean office support, chairs, faculty, Provost Office IGD advisory committee	2017-present ongoing		Biannual reporting to IGD Advisory Committee: • # of students participating in IGD course related activities in COFAC • Report outcomes from course evaluations • # of trained COFAC faculty & staff • # of faculty certified in facilitators
All syllabi must include a statement of TU's Accessibility Policy ADA/504, reinforcing no students will be denied access to the course on the basis of race, color, religion, age, national origin, sex, ability or veteran status, sexual orientation, or gender identity	Successful addition of TU's Accessibility statement to 100% of COFAC Syllabi	COFAC Department Chairs, Associate Dean, Dean	2018-21		Chairs report back to Dean & Curriculum Committee with outcomes
All syllabi are required to include a link to the COFAC Civility Code which recognizes inclusivity and honors differing points of view. "Practicing civility requires thoughtful behavior and checking our assumptions and perceptions of others' race, ethnicity, gender, gender expression, sexual orientation, abilities, culture, belief systems and economic status."	Demonstrate 100% of COFAC syllabi include a link to the COFAC Civility Code	COFAC Department Chairs, Associate Dean, Dean	2010 - present		Chairs report back to Dean & Curriculum Committee with outcomes
Increase internal and external partnership opportunities by expanding access to and engagement with diverse cultures from global perspectives in art, media, and communication.	Demonstrate support and promotion of civic engagement related courses through diverse partnerships with the Baltimore community, increasing connections and financial support through BTU. Demonstrate increase in # of BTU funded initiatives and partnerships that emphasize diversity & inclusion.	Dean's office support, Department chairs	2016-present 2018-2023		College-level assessment goals and annual reporting from BTU database. • # of projects/initiatives receiving BTU funding • # of students in service learning • # of internships • # of students in student teaching • Amount of money COFAC received from BTU partnerships • Collect data on current courses, exhibitions, performances, that support diversity and cultural competency • Identify areas lacking support in these areas.

	Provide consistent representation on BTU council				

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FACULTY & STAFF PROFESSIONAL DEVELOPMENT: Provide and support trainings and professional development opportunities in the areas of diversity, inclusion, and equity for all faculty and staff.

Action Priorities	Outcomes	Responsible Agent	Deliverable Date	Link to College's Goals	Assessment & Performance Measures
Departments will review ART guidelines to include language that allows for professional development in cultural competency, diversity and inclusion to count toward promotion and tenure.	All TU faculty trainings or professional development on diversity and inclusion will count towards faculty annual evaluations and toward promotion and tenure. Provide comprehensive list of activities that faculty and staff can participate in for diversity inclusion.	Dean, Dean's office support, Chairs, OIIE	2017-present		Attendance at university wide events for professional development: "Courageous Conversations" through OIIE Attendance of faculty and staff to COFAC Diversity & Inclusion Committee supported events Attend Dialogue@TU training
Departments will develop ART guidelines to include diversity and inclusion professional development as part of the definition of "high-quality instruction" in the consideration of promotion from Adjunct I to Adjunct II and to III	Increase number of Adjuncts involved in professional development in the area of diversity and inclusion and cultural competence by 15% over the next 3-5 years.	Chairs, Dean	2020-2025		Report back from chairs to the Dean on the number of adjuncts being promoted and their participation in professional development opportunities.
Department representation on the COFAC Diversity & Inclusion Committee	Demonstrate commitment to college – written into COFAC bylaws: *Committee membership shall be equitably distributed among the academic and non-academic units within the college for the term of one year*	Faculty Representatives, Associate Dean	2014		Provide COFAC bylaws include Each department is expected to participate in the work of the committee by ensuring that a department representative attends each meeting. Invitation to committee membership shall be open to faculty, staff, and students.
Explore opportunities for college-wide conversations and support/fund initiatives, workshops, events, and retreats that promote diversity and	2016: Colab created in to provide a platform for collaboration across colleges, departments, and disciplines	DAC representative from COFAC, Committee	2013-present		Interact with the University Diversity Action Committee to report university wide opportunities in addition to sharing COFAC opportunities

inclusion among COFAC faculty, staff and students.	2017: College theme and theme scholar plan Increase number of COFAC activities promoting D&I Long term (by 2023) – provide college-wide forum for dialogue around D&I	members, Chair of DAC			
Provide professional development for faculty to increase appropriate use of culturally competent teaching strategies	Increase number of faculty and department involvement in OIIE led workshops/trainings, and professional development opportunities (eg: January Faculty Conference, Courageous conversations, departmental level trainings)	Dean, Chairs, OIIE/Provost Office	2019-2023		Report of the number of departments that include specific language around promoting diversity and inclusion teaching practices # of Faculty in attendance at D&I related events # of faculty reporting D&I professional development in PTRM

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FACULTY/STAFF RECRUITMENT & RETENTION STRATEGIES: Commit to the recruitment and retention of faculty and staff from diverse backgrounds, experiences, beliefs, and cultures.

Action Priorities	Outcomes	Responsible Agent	Deliverable Date	Link to College's Goals	Assessment & Performance Measures
Use salary savings from open positions to hire new Lecturers with specific teaching and scholarship expertise in diverse disciplines	Increase in number of diverse faculty hired *Outcome: 4 lecturers hired, 2 retrained for 3 years, 1 became tenure track*	Dean	2016-17 completed		Dean's Annual Performance Evaluation Action completed
Advocate for diversity and inclusion in faculty and staff hiring: • Ensure job descriptions include language to attract diverse audiences • Organize description of candidate responsibilities to highlight diversity before listing general requirements • Work with HR and within the department to ensure positions are disseminated to appropriate outlets including list serves and search engines that encourage applicants from a variety of backgrounds. • Require department chair to actively intervene in tenure-track searches to increase the number of diverse candidates in the short list of applicants under consideration	Demonstrate fully diverse search committees Show improvement in the diversity of applicant pools Establish ongoing conversations with COFAC HR Representative Fulfill required workshop on Diversity & Inclusion with the Provost office prior to search.	Chairs & Directors, search committees, Associate Dean, Dean, HR staff	ongoing		Dean's Annual Performance Evaluation: Show continued improvement in the recruitment and retention of a diverse workforce
Ensure diverse search committees	Ensure search committees meet human resources and diversity and inclusion guidelines	Committee search chairs	ongoing		Report composition as required by search process

Encourage faculty to utilize FACET for professional development in diversity and inclusion.	Increase numbers of faculty participating in professional development in diversity and inclusion by 15% over 5 years.	Chairs	2020-ongoing		Report back from chairs. Include numbers in Dean's annual report.
Retain current faculty & staff of diverse backgrounds, utilizing best practices for the recruitment of historically under-represented persons	- Continually assess the climate for diversity and hold faculty and staff accountable for contributing to a positive climate for diversity Show continued improvement in the recruitment and retention of a diverse workforce Establish relationship with HR rep and faculty search committees to ensure the diversity of applicant pools	Chairs & Directors, Associate Dean, Dean	Ongoing		Develop an exit interview or climate survey Document recruiting resources Crafting job announcements to attract broad base of excellent and diverse applicants Develop a standard set of interview questions that address cultural competence
Create a climate which encourages the retention of faculty and staff from diverse backgrounds	Demonstrate increase in retention through the use of HR data Show continued improvement a climate survey for COFAC faculty & staff	Chairs & Directors, Associate Dean, Dean	Ongoing		Develop a climate survey for COFAC faculty & staff for reporting and measurement purposes
Social Identities of Emphasis: Increase number of non-white faculty and staff throughout COFAC and more precisely by department.	Show continued improvement in the recruitment of underrepresented faculty and staff	COFAC HR Rep, Chairs, Dean	2020-2025		Track recruitment and retention rates of underrepresented faculty and staff in COFAC by department Identify areas of need and plan for enhanced and integrated approaches to the recruitment and retention of underrepresented faculty/staff.

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STUDENT EXPERIENCE & SUCCESS: 1) Strengthen our commitment to provide a safe, inclusive, welcoming, and civil environment that is respectful to all and become a national model for advocacy. 2) Support and encourage civility and appreciation for diverse and divergent beliefs, forms of expression, , identities, cultures and lifestyles. 3) Nurture appreciation and provide access to and engagement with diverse cultures from global perspectives in art, media, and communication.

Action Priorities	Outcomes	Responsible Agent	Deliverable Date	Link to College's Goals	Methods of Assessment, Tracking, & Performance Measures
Actively collaborate with the Office of Student Conduct and Civility Education as a part of COFAC's zero tolerance for hateful speech and actions.	Development and implementation of comprehensive tools for faculty and staff to share with students regarding this policy, repercussions, reporting and preventive measures	Chairs, Dean and Associate Dean	2018-2025		Dean's office maintain communication with Office of Student Conduct to collect information regarding COFAC and university-wide related incidence in order to gauge the needs for education, mediation, and dialogue with our students.
Provide Diversity & Inclusion committee membership opportunities while maintaining transparency of diversity initiatives at all levels.	Student representation & membership from COFAC at D&I committee meetings. Sharing initiatives via newsletter, website, and social media	Dean's office support, Diversity & Inclusion Committee Chair, Faculty advisors of Student groups	2015-2025		Request representatives at the start of each semester from the group of COFAC student leaders; Consider a college-wide self-nomination or peer nomination process for student appointments
Require an atmosphere of inclusion, safety, and acceptance. Encourage student opportunities to converse and nurture civility.	Complete climate survey completed, publicize results, and identify areas for improvement	Dean's office support, Associate Dean	2018-2025		Developing and administering climate surveys, and using the results to guide training/implement actions to address climate issues and to recognize successes.
Social Identities of Emphasis: increase number of non-white students throughout COFAC and more precisely by department.	Show continued improvement in the recruitment of underrepresented students	Admissions, Department Chairs, Dean & Associate Dean	2020-2025		Track student recruitment, retention and graduation rates of underrepresented student population in COFAC by department Identify areas of need and plan for enhanced and integrated approaches to the recruitment and retention of underrepresented students.

Encourage students to participate in USM's B.E.S.T. (Badging Essential Skills for Transition), specifically the Interculturalist Badge, which navigates cultural boundaries by valuing, respecting, and learning from diverse people and perspectives.	__% of students awarded interculturalist badge. When the badge is awarded, it can be posted on platforms such as LinkedIn. Prospective employers see the digital badge, and review the specific skills accomplished and the evidence that supported the awarding of the badge.	Dean, Chairs	2020-2025		Asses the effectiveness of badging initiatives and the number of students participating in the interculturalist badge.

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