

Approved by the College Standing Diversity Committee on March 31, 2017, to recommend to the full faculty. Approved by Full Faculty with slight language amendment on April 17, 2017.

To: Faculty of the Grady College of Journalism and Mass Communication
From: Diversity Committee
RE: 2017-2018 Diversity Plan for Grady College

The College's Diversity Plan was created in 2000, amended in 2003, revised in 2012 and revised in 2017. This plan builds upon previous Grady College efforts. Our goals and plan are written to align with the College's Strategic Plan, the Strategic Plan of the University of Georgia and in concert with the mission and goals of UGA's Office of Institutional Diversity.

In accordance with UGA's Institutional Diversity Plan (2011-2016):

Diversity includes, but is not limited to, groups defined by race, nationality, ethnicity, age, gender, sexual orientation, language, religion, disability and/or health status, gender identity/expression, veteran status, geographic origins and socio-economic status. (p. 5)

The goal of the diversity plan is to create a culture of diversity where all people are valued. To that end, it is important to acknowledge that the model for U.S. education, businesses and the media professions is and has historically been structured using a Eurocentric, heterosexual, masculine, and Christian model. While there is nothing inherently wrong with this fact, this culture is institutionalized in practices and norms that reflect its designers and remains the dominant cultural force in higher education. Students, faculty and staff raised within the dominant culture have the inherent advantage of operating in a system that was built for and with them in mind. Because it is the goal of Grady College to create an environment where all members of our community can succeed, the purpose of this diversity plan is to acknowledge differences exist because of this historical and—still today—contemporary truth. It is also meant to serve as an action plan to grow and champion an inclusive environment where people of all cultures, and particularly those of historically excluded, non-dominant backgrounds, are given the opportunity and cultural support to succeed.

The goals of this plan are meant to create a culture of inclusion within Grady College. In compliance with the College's Strategic Plan, the Diversity Plan's goals will be re-evaluated yearly. The Diversity Committee will advise the Dean and hold the Dean accountable for ensuring the goals and objectives are met on an annual basis.

The major goals and objectives for the 2017-2018 Diversity Plan are:

Goal 1: To be a College that maintains and supports an inclusive curriculum and learning environment

Objective 1: For all faculty to provide students with opportunities to engage with diverse perspectives through curriculum offered to students.

Action 1: The Dean, Associate Deans, Department Chairs, and Diversity Committee departmental representatives will remind faculty prior to each semester to include a statement on their syllabi that communicates Grady College's commitment to supporting a culture where students are treated fairly and equitably, free from discrimination and harassment.

Action 2: The Dean, Associate Deans, Department Chairs, and Diversity Committee departmental representatives during planning for the semester will encourage faculty to select readings, invite guest speakers, and use exercises that reflect a variety of cultures, experiences and perspectives so that students will be offered a pluralistic and multicultural educational experience.

Action 3: The Dean will offer and promote three or four annual \$500 mini-grants for faculty to bring diverse speakers to the College for college-wide talks to discuss current challenges and opportunities related to inclusion in media professions and/or advances in research scholarship related to multicultural topics.

Action 4: The Diversity Committee will work with the Communication Director to ensure that the Diversity web page on the College's website is updated before the beginning of each semester and as warranted with initiatives and offerings for Grady faculty, staff and students.

Action 5: Ensure student evaluations each semester include a question to determine whether a course offered students opportunities to address the course topic from diverse perspectives.

Objective 2: For all faculty and staff to annually take part in a College, university-wide or professional enrichment opportunity to expand their knowledge and skills in working in a variety of areas related to diversity and inclusion to be identified on the employees' annual activity report submitted in January of each year.

Action 1: The Director of High School & Diversity Outreach will provide faculty and staff the opportunity to expand their knowledge of issues of diversity through three annual events as part of Grady's *The Diversity Series* educational programs.

Action 2: The Director of High School & Diversity Outreach, through contact with UGA's Office of Institutional Diversity and other continuing education resources, will pass on to faculty and staff information about upcoming campus events concerning continuing learning enrichment opportunities related to diversity and inclusion.

Goal 2: To be a College that strives to reflect Georgia's population through recruiting and retaining diverse students (currently 22%) and faculty and staff (currently 17%), especially those who are historically underrepresented in higher education.

Objective 1: All faculty search committees will recruit and interview qualified candidates from diverse backgrounds.

Action 1: The search committee chairs and business manager will ensure that job placement ads are placed in locations that reach a diverse set of applicants.

Action 2: The search committee chairs will reach out to the ad hoc diversity recruitment committee to communicate search deadlines and encourage cold calling and targeted recruitment for open positions.

Action 3: The Diversity Committee will research methods and programs that encourage retention of faculty from diverse backgrounds to identify opportunities to implement programs at Grady College by Spring 2018.

Objective 2: All staff searches will recruit and interview qualified candidates from diverse backgrounds.

Action 1: The business manager will ensure that job placement ads are placed in locations that reach a diverse set of applicants.

Action 2: Current faculty and staff will be told of open positions and provided recruitment materials so that they can share the position descriptions within their networks.

Action 3: The Diversity Committee will research methods and programs that encourage retention of staff from diverse backgrounds to identify opportunities to implement programs at Grady College by Spring 2018.

Objective 3: Increase the proportion of student minority enrollment by 5% by Spring 2019 to ensure Grady's undergraduate study body matches or exceeds the percentage of minorities enrolled at UGA.

Action 1: The Director of High School & Diversity Outreach will participate in university-wide diversity outreach programs for accepted minority students organized by the Office of Institutional Diversity (e.g., Georgia Daze/Movimiento Latino) when they occur.

Action 2: Representatives from the Office of Undergraduate Services will continue to participate and represent Grady College in orientation sessions.

Action 3: The Prospective Student Adviser and the Director of Undergraduate Services will send all messages to pre-college and undergraduate students to let them know of opportunities in Grady College.

Action 4: The Diversity Committee will collaborate with the Undergraduate Services staff and by Fall 2018 have researched ways to reconsider the college-wide admissions process that may lead to greater diversity in the admissions process.

Action 5: The Director of High School & Diversity Outreach will expand the scope of recruitment for GSPA membership schools across the state of Georgia beyond metro Atlanta schools and increase membership by 5 percent by 2018.

Action 6: The Director of High School & Diversity Outreach will improve the reach of Grady's program for non-GSPA high school teachers, increasing representation of an additional 5 high schools to visit Grady College with their classes during the 2017-2018 academic year.

Action 7: The Diversity Committee and the Office of Graduate Studies will explore sending doctoral program information to faculty mentors at journalism and communication schools with large minority populations to let them know about UGA's graduate program options.

Action 8: The Diversity Committee will work with the Director of Alumni Relations and Outreach and Director of Experiential Programs to explore a proposal to develop a mentoring program among alumni and students from underserved groups by Spring 2018.

Objective 4: Annually use feedback from the student feedback forums to improve the Diversity Plan for the next year.

Action 1: The undergraduate diversity committee student representative will hold a feedback forum with diverse undergraduate students to find out how the College can improve support for diverse students and work toward implementing ideas from the forum.

Action 2: The graduate diversity committee student representative will hold a feedback forum with diverse graduate students to find out how the College can improve support for diverse students and work toward implementing ideas from the forum.

Diversity Committee Members:

Carlo Finlay, Staff Representative

Nate Kohn, Entertainment and Media Studies Representative

María Len-Ríos, Interim Chair, AdPR Representative

John Soloski, Journalism Representative & Graduate Faculty Representative

Samuel Peraza, Undergraduate Student Representative

Asha Wisseh, Graduate Student Representative

Diane Murray, Director of Alumni Relations and Outreach, ex-officio member

Roxanna Gandia, Director of High School & Diversity Outreach, ex-officio member

Typed by: mel

Date: 4/21/17