

**School of Education**  
**Diversity Plan**  
Accepted 4/1/2011

The School of Education embraces and seeks the richness that diversity brings to our learning community. We strive to love our neighbors, reconciling all people regardless of race, ethnicity, gender, and class. Our focus is to offer and enhance opportunities to all, including those who have traditionally been underserved by and underrepresented in the institutions of our society. Our commitment is to increase the diversity of our faculty, staff, and students by transforming our community to create a hospitable climate for a diverse community.

Objectives:

1. Seek to increase the diversity of faculty and staff
2. Seek to increase the diversity of enrolled candidates
3. Create opportunities for candidates to interact with diverse populations
4. Develop outreach and engagement activities within the greater community
5. Provide focused educational and training activities for faculty and staff
6. Seek to address issues of diversity throughout each academic program

The above Diversity Plan and Objectives meet the SOE Strategic Goal 2:

*To develop and implement a plan to serve an increasingly diverse community more effectively*

## Objectives and Strategies

<b>OBJECTIVES</b>	<b>STRATEGIES</b>	<b>TIMELINE</b>	<b>PERSONS RESPONSIBLE</b>	<b>NEEDED RESOURCES</b>	<b>ASSESSMENT</b>
Seek to increase the diversity of faculty and staff	Emphasis made in Position Announcements	Ongoing as open positions become available.	Search committees and the Dean	Budget for placement of ads in publications that reach a diverse population	SOE Faculty/Staff Directory
Seek to increase the diversity of enrolled candidates	Recruitment and Outreach  Provide service to school and communities of diversity	Ongoing during enrollment periods	Graduate Center and Program Chairs	Diversity Scholarships for students of color	Ethnicity data and list of diversity scholarships awarded to students of color
Create opportunities for candidates to interact with diverse populations	Develop and conduct special SOE forums and opportunities for students, alumni and the greater education community.	Throughout the academic year	Diversity Committee, Faculty, Teacher Education and ESA intern placement supervisors	Budget for honoraria to bring speakers of diversity to campus	Event announcements and intern placement data
Develop outreach and engagement activities within the greater community	Bring elementary students of color to visit School of Education and SPU	Winter or Spring Quarter	Teacher education faculty, interns, and Dearborn Park Elementary School faculty	Budget for lunch and T-shirts	Campus visit agenda
Provide focused educational and training activities for faculty and staff	Separate sessions by position and responsibilities <u>Faculty</u> Provide in-service activities to increase the cultural competencies of the faculty (awareness knowledge, skills and advocacy) <u>Staff</u> Increase awareness to issues of diversity and communication Provide opportunities for staff to gain knowledge and skills in culture competency	At planned SOE meetings – at least quarterly			
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Seek to address issues of diversity throughout each academic program	Move toward a diversity responsive program of studies by integrating related content into courses as appropriate	Program meetings and discussions	Faculty	None needed	Course syllabi Program brochures
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