

**Diversity Plan
School of Education
2004-2005**

SOE Strategic Goal 2: To develop and implement a plan to serve an increasingly diverse community more effectively.

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	TIMELINE	PERSONS RESPONSIBLE	NEEDED RESOURCES	ASSESSMENT
Seek to increase the diversity of faculty and staff	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 diversity among candidates	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
Address diversity issues throughout each academic program	Every academic quarter	Faculty	None needed	Course syllabi
Create opportunities for candidates to interact with diverse populations	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
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