

Strategy 3: Charge the School climate in terms of diversity, equity, and inclusion.

Strategy 4: Develop a culture and a framework of thinking that equates excellence in journalism and mass communication education with fairness and diversity.

Strategy 5: Bring in speakers to address issues of diversity, equity, and inclusion.

Key Performance Indicators: Guest speakers in classes and on campus, meeting and retreat agendas conveying diversity as key topics, scholarship on diverse topics, and other measures. Trainings and professional development opportunities for faculty and staff on diverse topics.

Timeline: Significantly improved the diversity of speakers and increased speakers on diverse topics. The SoJSM regularly addresses diversity in meetings and workshops. The unit organizes at least one voluntary training per year on diverse topics.

Objective 4: Build a program of recruitment and retention to attain and sustain a critical mass of underrepresented groups among enrolled students, faculty, and staff in the School of Journalism & Strategic Media.

Strategy 1: Host on- and off-campus student recruitment programs, conferences, student organization events and job fairs, and encourage participation in national organizations dedicated to the advancement of minority scholars.

Strategy 2: Communicate clear charges for faculty/staff search committees to seek a diverse applicant pool. Advertise in places to seek diverse pools of applicants. All open position announcements require applicants to indicate commitments to diversity. Search committees ask applicants about diversity during the interview process.

with special attention to the challenges faced by faculty of color, female faculty, and others who may require or benefit from additional support.

Strategy 8: Disseminate more widely information about University programs such as the McNair Scholarship and provide an incentive system to increase student and faculty participation in these programs.

Strategy 9: Establish need-based and merit scholarships for students of underrepresented groups and tap into resources for underrepresented student groups.

Strategy 10: Ensure that students of underrepresented groups are visible within the School and participate in out-of-class experiences, clubs, and student media organizations.

Key Performance Indicators: Increased diverse demographics for faculty, staff, and students; retention and graduation rate data from The Office of Institutional Effectiveness, Planning and Research; mentoring program implemented for new faculty; information on scholarships disseminated; scholarships created; ensure that underrepresented groups from the SoJSM are represented in social media, on the SoJSM website, and in promotional materials.

Timeline: Ongoing.