

Departmental Annual Diversity, Equity, and Inclusion Self Study

2017

Thank you for taking the time to reflect on and develop diversity and inclusion efforts within your department. From faculty to students to staff, the benefits of diversity come in many forms that that will ultimately impact the region and state. You are encouraged to have an ongoing dialogue with your faculty about progress and challenges over the last year toward meeting the objectives and mission of your department.

Evaluation and Use of the Department Head/Chair Self Study Data: As in the past, each department head/chair annual review self-study and indicators will be reviewed by the Dean, the Provost, the Standing Committee on “Assessment” from the President’s Commission on the Status of University Women, as well as serve as possible training and information for MSU Equity Advocates. Deans are encouraged to use these data to make recommendations and identify resources for departments that may benefit from additional support in pursuing their diversity goals as well as to recognize exemplary and creative efforts to bring inclusion and equity to departments for faculty, students, and staff wherever possible.

Data Table: The data table that accompanies your short answers is available for download in Activity Insight, populated by the data entered by your faculty.

Name of Department:
Department Head/Chair:
Today's Date:

Annual Review for 2017

Equity, Diversity and Inclusion Approach

In what specific ways can your department benefit from having diverse *faculty, students and staff*? Why do inclusivity and equity matter to your department?

Describe the specific ways your department actively communicates its commitment to promoting equity, diversity, and inclusivity. Also, consider your department's mission statement.

Long-term Plans

What have you accomplished in 2016 towards your long-term plans for fostering departmental equity, diversity, and inclusiveness for *faculty, students and staff*? How has this affected your outreach and retention efforts of women and diverse faculty, and recruitment of diverse undergraduate and graduate students?

How have your long-term plans changed based on your accomplishments in 2016 for providing a supportive climate for promoting equity, diversity, and inclusiveness for *faculty, students and staff*? How will you engage your faculty, students, and staff in this planning?

Short-term Plans

What have you done in 2016 toward accomplishing the 2016 short-term plans for fostering departmental equity, diversity, and inclusiveness for *faculty, students and staff*?

Please identify your short-term plans for 2017 for fostering departmental equity, diversity, and inclusiveness for *faculty, students and staff*. What process did you use to engage *faculty, staff and students* in this discussion? If you have no short-term plans, why not?

Strengths and Challenges

What are the department's greatest strengths and successes in broadening equity, diversity, and inclusiveness for all? (*including, but not limited to, faculty or gender*).

What resources, if any, are needed to accomplish your short-term or long-term goals? Are there any structural issues preventing culture change?

What does the department see as the biggest challenge in promoting equity, diversity, and inclusiveness for *faculty, students and staff* within the department? Campus-wide? If you had more resources, what would you do with them?

Leadership

For 2017, how will you as the department leader work to create a supportive climate for underrepresented *faculty, students and staff* in the unit? In particular, please discuss how you will actively provide networking and mentoring to women and other underrepresented faculty, as well as students, to ensure they are included in department decisions and aware of practices and processes.

Involvement in Diversity Activities on Campus

In 100-200 words, please describe your involvement and the impact of ADVANCE Project TRACS on your department's culture, functioning, and people?

In what ways, if at all, have you, your faculty, and/or department been involved with other diversity programs on campus (e.g. the Presidents Commission on the Status of University Women and/or the Diversity Awareness Office)?

Instructions: Please paste the data table extracted from your faculty's Activity Insight records here (see instructions on page 1) and reflect on what it shows.