

Overview

The College of Architecture and Design named a new Director of Diversity Relations (DDR) in late January 2021. The DDR rolled out the Diversity Action Plan (DAP) with the college's community of learners. More than 150 members representing students, faculty, staff and leadership participated in four sessions held during three weeks to provide feedback, propose ideas and prioritize efforts. These listening sessions were used to take the community's temperature of the DAP. It was for many their first chance to comment and thus provided DEIC with an opportunity to learn more about where we may need to engage further. They also amplified the voices of our community to provide different perspectives identifying past, present and future efforts related to the DAP. As a result, the dean funded a new DEI award with three categories, one for students, one for staff and one for faculty. The COAD DEI Committee was also reorganized in four subgroups:

- (1) Logistics: Develop mechanisms for tracking, reporting, acting on and assessing any incident of bias that arises in the classroom,
- (2) Engagement: Serve as the liaison for student groups such as NOMAS, serve as the liaison for the general student body, and creating a system of access and dialogue between students and student liaisons,
- (3) Training: Identify and assist in addressing College materials and policies including: (a) Develop, improve and/or modify promotional materials so that they are culturally sensitive and accessible to all target groups, (b) Assist in drafting guidelines across College for search committees to ensure needs as identified as strengthening recruitment and hiring of diverse candidates are identified, clearly accessible, and being met, (c) Address inequity relative to service load burden placed on BIPOC faculty + staff, (d) Work to integrate best practices for diversity, equity, and inclusion in the college, and
- (4) Curriculum: Identify and suggest opportunities for expanding the curriculum to be more equitable, inclusive and diverse to improve global competence.

This is only an overview of efforts carried out during the 2020-2021 calendar year.

Goal 1: Create and sustain a welcoming, supportive, and inclusive campus **climate**.

Objectives:

- Objective 1: Increase visibility of D+I commitment (ex: attract, recruit maintain) and activities (ex: lectures, workshops, class offerings) across all CoAD communication channels
- Objective 2: Foster Studio Climate that embraces diversity, equity, inclusion for all faculty, staff, students, alumni & community
- Objective 3: Ground current DEI efforts and establish movement towards the CoAD Office/staff dedicated to DEI

Goal 2: Attract and retain greater numbers of individuals from historically underrepresented populations into **faculty, staff, and administrative positions** (particularly department heads, directors, deans, and vice chancellors)

Objectives:

- Objective 1: In job announcements, require applicants to submit evidence of their commitment to DEI.
- Objective 2: Research best retention practices through networking with university colleagues and professional organizations.
- Objective 3: Connect newly hired staff with offices and organizations on campus that support and advocate for individuals from HUP.

Goal 3: Attract, retain, and graduate increasing numbers of **undergraduate and graduate students** from historically underrepresented populations and international students.

Objectives:

- Objective 1: Increase scholarship offering to incoming students from underrepresented populations. Identify four types of scholarships in terms of amount and respective purpose. XS

(costs and cost of subscription to software) S (materials, supplies and printing), M (laptops), L (tuition) XL (provide an HUP group of students with global experiences)

- Objective 2: Establish college dialogue sessions where faculty, students, and alumni can share their knowledge and experiences in global competency and engagement.
- Objective 3: Provide robust mentorship, working to remove barriers and create a stronger college community and build bridges between academia and profession.

Goal 4: Develop and strengthen **partnerships with diverse communities** in Tennessee and globally.

Objectives:

- Objective 1: Ensure that all community partnerships are conducted appropriately per best practices.
- Objective 2: Address DEI topics in conversations with stakeholders who work externally with the College.
- Objective 3: Maintain an archive of all community-based projects, classes throughout the College.

Goal 5: Ensure that **curricular requirements** include significant intercultural perspectives.

Objectives:

- Objective 1: Approach diversity, inclusivity, and cultural competency in the curriculum as a continuum. Establish a foundational culture that is socially and culturally active, intelligent, and sensitive, and carry the conversation through to graduation.
- Objective 2: Improve student access to various parts of the curriculum currently assessed as presenting barriers and limiting exposure to activities that provide multi-cultural and intercultural perspectives. [this one doesn't make sense...why improve access to curriculum that is lacking?]
- Objective 3: Engage the profession through priority internships and professional practice

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modules that empower students to focus on social justice and civic action. Identify, promote, and facilitate engagement with minority-owned firms, firms with substantial community engaged agendas, and not-for-profit community organizations and foundations.

Goal 6: Prepare **graduate students** to become teachers and researchers in a diverse world. [I've asked this before: why only "teachers and researchers?"]

Objectives:

- Objective 1: Integrate more opportunities for culturally-enriched interactions and travel supported across the college's curriculums, developing affordable graduate travel options, supporting and sharing travel experiences, promoting travel scholarships across the college to increase applications and audiences and for dissemination.
- Objective 2: Integrate cultural change into required courses as a means of introducing diversity across cohorts, and develop Intercollegiate annual studio, ensuring it is inclusive to all college departments.
- Objective 3: Establish a platform for graduate students to organize and lead open discussions on design agency and dialogue, building a culture that prioritizes diversity and believes it has agency ahead of graduate students leading this charge.