

Manship School of Mass Communication
Three- Year Diversity Plan

- Demonstrate commitment to supporting and bolstering research inclusive of experiences and topics related to historically marginalized groups and scholars
- Increase public acknowledgment of alumni, faculty and student success with an emphasis of individuals from underrepresented and historically marginalized groups

Year 1 (2022- 2023)

- Create a standard for the integration of more inclusive language in internal and forward-facing documents/communications
- Educate students on the use of constructive feedback to combat biased (e. g., racism, sexism, classism) teaching evaluations in our introductory courses and throughout the curriculum
- Ensure faculty of color do not carry heavier formal or informal service loads through systematized approach to assigning and evaluating service obligations.
- Draft policy language on the importance of hiring faculty from historically underrepresented groups and implement other strategies – such as “banding” over ranking procedures – in job candidate evaluations for fairer consideration
- Be more intentional and strategic in recruiting and retaining a larger, more diverse body of students to engage in student leadership and high-profile school-related activities
- Create a Black Scholar Research group that offers professional and intellectual

- Increase opportunities for all FFHUG (faculty from historically underrepresented groups) across ranks to receive effective mentoring and professional support towards career advancement. (Faculty)

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