



UNIVERSITY OF MARYLAND

SCHOOL OF PUBLIC POLICY

UMD School of Public Policy Diversity and Inclusion Strategic Plan

Commitment

As a policy school dedicated to the public good and producing civically engaged and socially responsible leaders, the School of Public Policy is committed to fostering a diverse and inclusive environment for its faculty, staff, students and surrounding communities; increasing the availability of effective public leaders of underrepresented communities, and equipping its graduates to promote diversity and inclusion in their own careers.

Leadership

The School will provide strong leadership for diversity and inclusion at all levels by.

- Making diversity and inclusion a prominent part of the School's mission and goals.
- Making devotion to diversity and inclusion a key criterion in appointments to all senior leadership positions in the School.
- Appointing a Diversity Officer to advance diversity and inclusion efforts in the School and to represent the School on campus-wide diversity and inclusion initiatives.
- Appointing a Diversity and Inclusion Standing Task Force (DISTF), led by the Diversity Officer and a co-coordinator, to assess the School's state of diversity and inclusion, and plan and implement strategies and actions to foster a more diverse and inclusive environment.
- Appointing an Equity Officer and a back-up Equity Officer to ensure that all hiring in the School is conducted in ways to promote diversity and inclusion and to address individual equity concerns that arise.

Capacity

The School will aim to increase the capacity of the leadership, faculty and staff to promote diversity and inclusion, by:

- Participating in campus diversity and inclusion training and workshop programs.
- Offering School-specific diversity and inclusion training, workshop, and dialogue opportunities on such topics as Safer People, Safer Places, Promoting Classroom Discussions on Diversity and Inclusion, etc., and integrating such training into faculty development series.

- Consulting campus groups devoted to promoting diversity and inclusion (e.g., CLOC, LGBTQ Faculty & Staff Association, Office of Multi-Ethnic Student Education, MICA) for assistance assessing and promoting diversity and inclusion strategies, initiatives, trainings, workshops, and dialogs.
- Supporting faculty, staff, and students attending conferences focusing on issues of diversity and inclusion.

Climate

The School will promote a welcoming and inclusive learning community and workplace, by:

- Recruiting and retaining a diverse faculty, staff, student body, and speakers.
- Maintaining and communicating a formal process to respond effectively to concerns regarding diversity and inclusion.
- Asking students at the end of each course to confidentially comment on "how equitably the instructor treated individual students with regard to sex, race/ethnicity, or any other factor" and responding effectively to any such concerns.
- Periodically surveying the community to detect concerns regarding diversity and inclusion, and responding effectively to any such concerns.
- Celebrating and representing the School's diversity and inclusion through events, the School website and in the School's print communications.
- Ensuring speakers series are representative of all communities.
- Incorporating course-relevant discussions about diversity and inclusion in classes.
- Participating in and organizing outreach and community services to enhance the School's relationship with the local, state, national, and international community, and engage with minority and underserved communities locally.

Faculty/Staff Recruitment and Retention

The School will recruit, promote, and work to retain a diverse faculty and staff, by.

- Projecting the School's embrace of diversity and inclusion on its website, in all search and recruitment materials, and physically in School facilities.
- Appointing an Equity Officer who is responsible for ensuring every faculty and staff search complies with School and University equity and diversity policies.
- Writing position descriptions and minimum qualifications broadly enough to not needlessly exclude diverse candidates.
- Ensuring search committees are diverse.
- Having the Dean or his/her representative directly charge each search committee with the importance placed in each search on improving the School's diversity and the need to make every effort to ensure a diverse set of highly qualified finalists.

- Having the Equity Officer discuss specific strategies with each search committee for promoting the chances that the best candidate will improve the School's diversity, including identifying individuals and organizations that may be able to help the School identify and encourage applicants from underrepresented communities.
- Advertising in outlets targeting underrepresented groups.
- Ensuring that all candidates at the same stage are treated equitably and equally, including by ensuring approximately the same number of search committee members participate in each interview and asking the same pre-approved questions of all candidates.
- Ensuring either that the finalist pool is diverse, or that before the finalists are further considered, the Dean and/or Equity Officer has reviewed and approved the search process that produced the non-diverse pool, and reviewed the applications of the top candidates from underrepresented communities and agreed that they should not be finalists.
- Restarting or extending searches that fail to produce a diverse set of finalists due to insufficient efforts to notify and attract a diverse set of qualified candidates
- Promoting a welcoming and inclusive learning community and workplace. (See above.).
- Providing assistant and associate professors with personal support (e.g., ADVANCE), financial assistance to attend professional conferences, mentoring committees, and pre-tenure course releases to promote their research.
- Ensuring that faculty from underrepresented communities are fully represented in faculty leadership and governance positions.
- Ensuring that the service obligations of faculty and staff from underrepresented communities are on par with their peers, taking into account the possibility of extra time spent mentoring students and junior faculty and staff members from underrepresented communities and helping to ensure that search committees are diverse.
- Facilitating faculty and staff from underrepresented communities to engage in mentoring and other support opportunities elsewhere on campus.

Student Recruitment and Retention

The School will recruit, retain, and graduate a diverse student body, by.

- Projecting the School's embrace of diversity and inclusion on its website, in all recruitment materials, and physically in the School.
- Actively recruiting from Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions, and the PPIA Summer Institute, employing when possible current students and alumni from those institutions to serve as ambassadors to potential students.
- Engaging multicultural alumni in recruitment and mentoring opportunities.
- Working with organizations that promote development of young professionals from underrepresented communities to locate and encourage potential applicants.
- Actively considering applicants from underrepresented communities in admissions and allocation of financial support.
- Supporting student organizations focused on promoting diversity and inclusion.
- Supporting students attending conferences focusing on issues of diversity and inclusion.

- Recruiting students from around the world.
- Providing opportunities for students to engage with diverse communities locally, nationally, and around the world.

Student Education

The School will enable all students to acquire the knowledge, experience, and cultural competencies necessary to succeed in a multicultural, globally-interconnected world, by:

- Integrating topics related to diversity and inclusion into the curriculum.\
- Offering courses and course modules that specifically explore diversity and inclusion in the policy sphere.
- Training faculty on how to identify and mediate bias, and encourage inclusive discussions.
- Encouraging faculty to identify and make room for spontaneous on-topic classroom discussions relating to diversity and inclusion.
- Using experiential learning and community service opportunities to expose students to diverse communities.
- Inviting guest speakers to provide diverse views.
- Creating opportunities for students to engage with people of different backgrounds from around the world through recruiting and integrating international students and faculty, providing robust travel course offerings (and financial support to enable broad participation), inviting international speakers, and providing students opportunities to mingle with executive training participants from around the globe.

Research and Scholarship

The School will encourage research and scholarship on race, ethnicity, class, gender, and other dimensions of diversity by:

- Engaging funding sources and diverse alumni and friends to support research regarding diversity and inclusion locally, nationally, and in the world.

Campus and Community Engagement

The School will promote and engage in campus and community efforts to promote diversity and inclusion, by:

- Actively participating on the campus Diversity and Equity Councils.
- Nominating candidates for participation on the President's task force on hate-bias and campus safety.
- Providing leadership on campus-wide Maryland Dialogues on Diversity and Inclusion.
- Co-hosting a campus-wide Social Justice Day.

- Hosting a #PolicyMatters series for students, faculty, alumni, and the greater campus community, which promote awareness and discussion of contemporary diversity and inclusion policy issues.
- Promoting community diversity and inclusion efforts within our experiential curriculum.
- Supporting opportunities to serve nearby diverse communities.
- Developing programs to enhance leadership skills in nearby diverse communities.