

Diversity Action Plan Working Group
JDST Diversity Action Plan
2017-2019

Goal 1: Create an inclusive and welcoming environment for all.

Strategy 1: Create a more welcoming, respectful, and inclusive climate for all.

Strategy 2: Incorporate promising practices that eliminate implicit bias and combat racism as well as other forms of discrimination. Incorporate promising practices to increase equity, inclusion, and intercultural understanding in onboarding, performance evaluation, tenure and promotion, and other unit processes in ways that allow members of the unit to thrive and succeed.

Tactics: to assess and improve the program climate and the support of a diverse constituency by listening and communicating; to promote activities and events which focus on inclusion and diversity; to promote JDST in an open and amicable manner.

Target: Students and faculty across the campus as well as community members

Resources: JDST funds

Lead Personnel: Gantt Gurley, Director

Timeline: AY 17-18

Pertinence: JDST is by its nature a diverse field of study and through annual lectures and events the inclusive nature of this discipline will be presented in a public forum.

Progress and Accountability: The Director will verify and report that the Goal has been successful.

Goal 2: Increase the representation of diverse students, faculty, staff, and community partners at all levels of the university.

Strategy 1: Incorporate active recruitment strategies, processes to eliminate conscious and unconscious bias, and other promising practices to recruit diverse staff, faculty, administrators, undergraduate, and graduate students from traditionally underrepresented communities.

Strategy 2: Use promising practices and effective strategies to retain diverse staff, faculty, administrators, undergraduate, and graduate students from traditionally underrepresented communities.

Tactics: to create curriculum that encourages diverse student involvement in JDST; to create relationships with departments across campus in order to augment current offerings and current faculty participation.

Target: Students and faculty across the campus

Resources: JDST funds (if necessary)

Lead Personnel: Gantt Gurley, Director

Timeline: AY 17-18

Pertinence: Increasing involvement, visibility, and participation will create a more vibrant discussion about and more dynamic notions of JDST.

Progress and Accountability: The Director will verify and report that the Goal has been successful.

Goal 3: Facilitate access to achievement, success, and recognition for underrepresented students, faculty, staff, and alumni.

Strategy 1: Eradicate any existing gaps in achievement between majority and underrepresented students, faculty, and staff in graduation rates, tenure and promotion, professional opportunities, leadership opportunities and recognition.

Strategy 2: Increase faculty, student, staff, and alumni participation (with special focus on groups that are currently underrepresented) in global leadership experiences, research, professional development opportunities, and scholarships (e.g. Rhodes Scholar and Marshall Scholar competitions) as well as other prestigious awards and recognitions.

Tactics: to organize regular mentoring gatherings and workshops for minors and majors that focus on particular facets academic excellence; to collaborate with institutions in Israel, America, and other countries to develop a comprehensive webpage where students and faculty can learn about development, leadership, and scholarship opportunities at home and abroad.

Target: Students and faculty across the campus

Resources: JDST funds (if necessary)

Lead Personnel: Gantt Gurley, Director

Timeline: AY 17-18

Pertinence: Such organization will be a crucial link for students, visiting scholars, and UO faculty to explore internships and study across the university curriculum.

Progress and Accountability: The Director will verify and report that the Goal has been successful.