

# **College of Architecture +Planning**

## **Diversity Action Plan**

**August 2019**

### *Statement of Common Purpose*

The College of Architecture + Planning (CA+P) embraces and encourages diversity in many forms and strives to create an inclusive community that promotes an enriching and respectful environment where people with varied backgrounds, experiences, and points of view can learn and work in an inclusive and vibrant community. CA+P is guided by four principles, known by many as the "4 Rs." One of those principles, Resiliency, stems from the idea of diversity and inclusion as elements interwoven into our institutional identity:

Resilience: A systemic understanding that polycultures and diversity nurture greater ecological and community resilience

Much as ecosystems are stronger and more adaptable when they contain and nurture a broad range of plant and animal species, so are human institutions stronger when they foster and support a broad range of individuals from diverse backgrounds.

### *Diversity Action Committee*

The Diversity Action Committee (DAC) was formed in spring 2018 to lead the College through a period of study, learning, and self-assessment of our diversity and inclusion practices. The Committee draws from the broad expertise and experiences of a group of students, staff, and faculty. Committee members include students from each of the college's departments, representing the range of academic cohorts from pre-major to doctoral; faculty, including members at the tenured, tenure-line, career-line, and adjunct ranks; and a member of the college's student success advising staff. The committee is guided by the college's Director of Student Success and Diversity and the Associate Dean of Academic Affairs.

The main task to be completed by DAC during 2018-19 was to create a Diversity Action Plan. The purpose of the Diversity Action Plan is (1) to reflect upon the interactions of the College with its members and constituents and (2) to create a blueprint of ways to be more inclusive and diverse.

DAC convened monthly meetings on topics ranging from microaggressions and implicit bias to discussing the process for creating a Diversity Action Plan. In these meetings, DAC identified five constituencies and six functions in the College as focus areas.

The constituencies to be addressed by the CA+P Diversity Action Plan include:

1. Students
2. Staff
3. Alumni
4. Faculty
5. Community

Cutting across these five constituencies are six functions that the Plan attempts to address:

1. Curriculum
2. Climate
3. Student Success
4. Recruitment
5. Retention
6. Facilities & Operations.

### *Current Conditions*

The CA+P Diversity Action Plan is informed by the College's demographics and the experiences of its members. The university's Office of Budget & Institutional Analysis (OBIA) reports the composition as the College's student body for AY 2018-19 as:

- 35% female -- 65% male.
- 16% non-resident -- 84% resident.
- 22% Domestic Students of Color.
- 72% white.

Among the College's 30 full-time faculty 16 (53%) are male and 14 (47%) are female, and six (20%) identify as racial or ethnic minorities.

During January-February 2019, the Diversity Action Committee conducted an initial survey of students, staff, and faculty in the College of Architecture + Planning. The participants responded to questions on the College of Architecture + Planning's performance in six functions:

Curriculum, Climate, Recruitment, Retention, Student Success, and Facilities & Operations.

One-hundred sixty-five constituents (students, staff, faculty, adjunct faculty and emeritus faculty) participated in the survey over the course of one month. Some key outcomes of the survey are:

- 31.5% of the participants disagreed that the curriculum within the college encourages conversations around inclusivity.
- 22.5% of the participants agreed that the lack of diversity affects the college's ability to retain students, faculty and staff.
- 40% of participants disagree that the cultural climate of the College reflects inclusivity

The CA+P Diversity Action Plan is a 2-year plan, constructed around three overarching goals, which are then disaggregated into key strategies, targets, and specific action items. For the

latter, DAC strove to be as specific as possible about identifying responsible actors and completion deadlines. DAC intends to assess the College's progress in achieving this plan at one- and two-year intervals (April 2020 and 2021).

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### ***Goals, Strategies, Targets, and Actions***

#### **Goal 1 | Attract, retain, and graduate a diverse and excellent student body**

##### **Strategies:**

Connect: CA+P will collaborate with units across the university to create and strengthen ties to K-12 institutions and community and tribal colleges.

Expand: CA+P will develop additional funding sources to recruit students from underrepresented populations and to provide continued support as they progress through their degree programs.

Monitor: CA+P will develop early-warning capacity to identify students struggling in their programs.

Support: CA+P will further enhance student success efforts to provide mentoring and curricular and co-curricular support.

**Target:** By 2021, CA+P will increase the number of students who reflect underrepresented cohorts by 20%, compared to 2019.

##### **Actions for 2019-21:**

- Marketing
  - CA+P departments and staff will ensure that all of our websites, marketing materials & communications efforts build on CA+P's inclusion efforts and strengths.
    - Completion target: December 2019.
- Recruitment
  - CA+P will develop a plan to collaborate with at least one high school or organization that serves a high-percentage of minority and lower-income communities within Utah.
    - Completion target: January 2020
- Admissions
  - The Dean, Associate Dean of Academic Affairs and Chairs of each department will review admissions processes to the college's graduate programs and to the Design and Architecture majors programs to identify and correct for possible implicit bias.
    - Completion target: December 2019.
- Mentoring & Financial Support
  - To increase retention of students who come from diverse backgrounds, CA+P will build a program to mentor and provide need-based financial support to

international, low-income, first-generation and underrepresented students within the College.

- CA+P will create and distribute at least \$15,000 of scholarships for low-income, first-generation and underrepresented students
  - Completion target: January 2020
- Working with the CA+P Leadership Team, college advancement staff, and the CA+P representative from the university Career Services Office, the Director of Student Success & Diversity will partner with alumni and community members to create a mentorship program for underrepresented students within the college.
  - Completion target: August 2020.
- CA+P will craft a mentoring plan that will provide mentoring opportunities for at least 75% of CA+P students.
  - Completion target: August 2020.

## **Goal 2 | Nurture an inclusive climate in the college**

### **Strategies:**

Assess: CA+P will use results from the 2019 CA+P Diversity Action Plan Climate Survey to inform diversity awareness education within the College.

Review: CA+P will review its curriculum to ensure that diverse perspectives are represented.

Build: CA+P will make facilities and operations more inclusive and accessible.

### **Actions for 2019-21:**

- Engagement
  - CA+P will host 1 peer-to-peer workshop per year regarding inclusion; CA+P will encourage instructors to provide co-curricular credit to students who attend.
    - Completion target: Ongoing, starting fall semester 2019.
  - CA+P will review its guest lecture series and work with instructors to review their practices for inviting in-class guest lectures to provide a range of diverse guest speakers across all units of the college.
    - Completion target: Ongoing, starting fall 2019.
- Curriculum
  - The departmental curriculum committees will review courses currently designated as Diversity courses under the university's general education requirements to ensure that they are still aligned with Undergraduate Studies Review standards.
    - Completion target: January 2020.
  - The departmental curriculum committees will seek to have at least 2 new courses submitted for Diversity designation.
    - Completion target: August 2021.

- The department chairs will partner with CTLE every semester to provide faculty with resources for ways to incorporate inclusive teaching practices in their classes.
  - Completion target: Ongoing, starting fall 2019.
- Space
  - CA+P will provide easily accessible space for prayer, reflection, meditation, and breastfeeding. This space will be accessible without having to request special accommodation.
    - Completion target: August 2020.
  - The Associate Dean of Academic Affairs will lead an effort to develop a wayfinding system for the Architecture Building that will result in signage that explicitly identifies the location of regularly used spaces and functions.
    - Completion target: May 2020.
  - The Associate Dean of Academic Affairs will work with the university grounds and facilities management offices to ensure that clear access to the college's buildings are maintained at all times.
    - Ongoing, starting fall 2019.
  - The CA+P Leadership Team and members of the college advancement staff will develop a funding plan for constructing a new elevator in the Architecture Building that will provide direct access to the building's programed spaces, including the 1st, 2nd, and 3rd floors and the Bailey Gallery.
    - Completion target: August 2020.

### **Goal 3 | Attract and retain a diverse faculty and staff**

#### **Strategies:**

Search: In advertising open positions, develop methods to reach candidates from underrepresented communities.

Train: Expand training opportunities for members of search committees to learn more about hiring biases.

Mentor: Work to ensure effective mentoring relationships for all staff and career-line and pre-tenure faculty.

Support: Create appropriate support systems for all staff and career-line and pre-tenure faculty that help them achieve success.

#### **Actions for 2019-2021:**

- Recruitment and training:
  - CA+P will create a list of at least 10 campus and community partners who actively work with underrepresented communities. For every open staff and faculty position in CA+P, CA+P will send notices about these opportunities to 10+ listservs, including the ones who we have partnerships with.
    - Completion target: Ongoing beginning fall 2019.

- CA+P will work with OED to document all bias training awareness modules completions for members of search committee. All search committee members must have these modules complete before participating in searches.
  - Completion target: Ongoing beginning fall 2019.
- CA+P will include a Diversity Advocate in all faculty and staff search searches.
  - Completion target: Beginning January 2020.
- CA+P will develop search procedures and processes for hiring faculty and staff that will include the composition of search committees and evaluation policies to ensure that it is fair and inclusive of all candidates.
  - Completion target: Fall 2020.
- All CA+P administrators will complete the University of Utah's Diversity Training Certificate Program <https://sadc.utah.edu/diversity-training-certificate-program.php>
  - Completion target: Spring 2020.
- Retention and support
  - Administrators will conduct biannual recognition meetings with staff and career-line and pre-tenure faculty to recognize them for their work with annual promotion & salary increases (if applicable).
    - Completion target: Ongoing beginning August 2019.
  - Administrators will set up a system where staff can be nominated and paid to participate in high-level task forces and committees within the college or at the university level that impact staff well-being.
    - Completion target: January 2020.
  - As part of the onboarding process for new staff and career-line and pre-tenure faculty, the CA+P will create a safe, accessible, supportive and anonymous (if needed and separate from OMBUDS) system so that they can report incidents of racial discrimination and receive information on rights, resources and procedures.
    - Completion target: Spring 2020.
  - Administrators will partner with the Black Faculty and Staff Association, The Pacific Islander Studies Initiative and OED to learn how to work with, support and provide mentorship for staff and all pre-tenure and career-line faculty, especially those from underrepresented communities.
    - Completion target: January 2020.