Diversity, Equity & Inclusion Plan (DEI)
The Overarching Goal of the Jandoli Diversity Plan:

Create and encourage an intentional and overt departmental, strategic focus on *diversity, equity, & inclusion*.

A steadfast, overt focus on DEI throughout the academic pipeline, from recruitment through degree completion, is essential to living our university mission, values, and departmental objectives.

Enhancing cultural competency and embracing diversity is necessary for achieving a welcoming and inclusive community.
The DEI plan is aligned with our University values of Discovery, Community and Individual Worth.

**Discovery**

We steadfastly pursue intellectual, spiritual and personal growth in a way that reflects our belief in the wonder, excitement and joy of discovery along life’s good journey.

Central to that journey is an appreciation for the best that has been thought, written and discovered.

It is our firm intent that our faculty and students add to this body of knowledge, sharing the adventure of inquiry in an atmosphere of academic freedom, both within and outside the classroom.

**Community**

We believe in an inclusive community that values diversity as a strength.

We foster and celebrate practices that nurture living and learning in an atmosphere of caring, respect and mutual accountability.

We seek to enhance the quality of life in the world around us, particularly by reaching out to the poor, the less fortunate and the disadvantaged.

We not only demonstrate this spirit of community on our campus; we manifest it wherever we go.
Individual Worth

At the core of our identity is a strong belief in the goodness of life and the God-given worth of every individual.

We treat all members of our community with dignity and strive to help them reach their full potential.

We commit ourselves to actions that empower all members of the St. Bonaventure community and encourage their full participation in creating our future.

This plan prepares us to broaden our knowledge to fully prepare culturally competent faculty and students to make valuable contributions as global citizens.

These values help guide us towards, broadening our perspectives, resources and the tools needed to consistently analyze our departmental diversity climate.
Diversity Defined

We define diversity broadly to include all aspects of the panoply of human difference, including but not limited to, age, ability, race, ethnicity, gender, gender expression and identity, marital status, learning style, educational and regional background, national origin, sexual orientation, religion, socio-economic status, occupation, status as a veteran, language and cultural heritage.

Problem Statement

Despite many individualized efforts to create an inclusive environment, historically DEI initiatives have been indirect and individualized rather than quantitative and systemic.

The focus of this plan is on instituting observable and measurable strategies and tactics to enhance and standardize diversity, equity, and inclusion in ways that can be assessed and measured quantitatively to ensure we are reaching every student.
Supportive Data & Research

As part of plan development, best practices for diversity and inclusion in higher education research were analyzed and integrated. Pivotal to the plan was the U.S. Department of Education (2016) report from the Office of Planning, Evaluation and Policy Development. That report provided key data highlighting higher education DEI practices.

The federal Department of Education does not mandate or prescribe practices to institutions of higher education. However, the 2016 report contains examples of, and links to, numerous empirical and pragmatic resources created and maintained by public and private organizations. These resources demonstrate best practices for advancing diversity and inclusion in higher education. Our plan reflects the Department of Education’s mission to encourage creation of diverse and welcoming campus communities for all students. Additional sources informing the plan are provided in the references.
Analysis of the nationally representative data emphasize the importance of considering diversity throughout the higher education pipeline including:

Applications

Student engages in precollegiate activities, such as researching colleges or taking entrance exams, and applies or attempts to enroll at a postsecondary institution.

Admissions

College offers admission to student and student has adequate financial aid to make attendance and costs of living affordable.

Enrollment

Student enrolls and starts attending college.

Persistence

Student remains enrolled in college and successfully accumulates credits needed to graduate.

Completion

Student meets graduation requirements and college confers the student with a postsecondary credential.

The long-term need is to create and foster an inclusion-forward student experience if we want to attract and retain a diverse student population.
Departmental Faculty and Student-Centered Touchpoints

This plan is integrated in each milestone in this timeline, with a high priority on student touch points, specifically, those aspects of diversity and inclusion related directly to the Jandoli student journey.

- Advising
- Classroom
- Achievements
- Environment
- Curriculum
- Student Life
Create a diversity advocate & committee
*composed of 3 faculty members and a student graduate assistant.

Diversity advocate & Committee roles and responsibilities:

1. Audit (bi-annually) faculty syllabus to ensure objectives and assessment related to diversity.

2. Create and maintain a digital repository housing DEI and cultural competency resources.

3. Identify, attend, and provide best practice diversity and cultural competence professional development training opportunities and recommendations.

4. Work with The Damietta Center for Multicultural Student Affairs coordinator and other DEI experts on regularly scheduled faculty development workshops to discuss new research and provide additional resources/tools.

5. Diversity Advocate will serve on all faculty search committees for the Jandoli School

6. Bi-annually audit the Jandoli physical and digital environment. Create a relevant plan to adapt the building and online aesthetic to foster awareness and acceptance of diversity and inclusion.
Analyze and revise the CORE undergraduate and graduate curriculum/syllabi to meet diversity goals.

1. Ensure 70% of undergraduate and graduate core courses* include overt DEI learning objectives and assessment specified in the course syllabus and that these courses be spread over the duration of their experience.
   * those courses required of all students

2. Review annually classroom resources (textbooks, videos, etc.) to monitor, provide feedback to faculty, and encourage the use of representative, up to date resources.

3. Online repository will be monitored and updated.
Increase faculty/staff access to diversity resources and training.

The Damietta Center for Multicultural Student Affairs at St. Bonaventure University serves as a crucial hub for the collaborative support of historically disenfranchised communities and works on issues of diversity and inclusion within a social justice context.

1. The Jandoli diversity advocate will meet with the Coordinator of the Damietta Center for Multicultural Student Affairs each semester to collaborate on and schedule regular faculty and staff diversity workshops and trainings. Discuss ways our faculty can partner with the Damietta Center in their efforts to support educational excellence.”

2. The committee will collaborate with the Center for Multicultural Affairs to create a new faculty diversity onboarding process, including diversity and inclusion training in a new faculty member’s first semester in the Jandoli School.

3. The diversity advocate and committee will identify and attend bestpractice diversity and cultural professional development training and recommend annual faculty professional development opportunities related to DEI and cultural competency.

4. As appropriate, the diversity advocate and committee will make recommendations for Jandoli students to engage in intercultural/inclusive assessment and training. Then utilize data findings to create student-centered developmental opportunities.
Identify and incorporate diversity/inclusion in the physical and digital space.

1. The diversity advocate and committee will monitor physical and digital visual assets to ensure they represent diversity and inclusion.

2. Promptly post DEI assets including our diversity goals and inclusive photos, posters and digital display screens in classrooms, in the hallways throughout the Murphy building and in online and digital platforms including:

3. Post awards and distinctions which include diverse award winners unique to the Jandoli schools’ initiatives to promote DEI, including on going department awards such as the Annual Woman of Promise Award and the American Advertising Federation (AAF) national award winners of the Multicultural Advertising Students of the Year.

4. Support AAF’s Most Promising Multicultural Students program connects the advertising industry with the nation’s top multicultural college seniors. This is a point of distinction for the Jandoli School, which is the only program locally to participate in AAF and involve our multicultural students in this prestigious, nationally recognized award.

5. Monitor and communicate these initiatives on the Jandoli website, plus traditional and social media channels.
Establish the Jandoli school as a University-wide DEI Influencer.

1. Create and support activities, events, and communications which exemplify diversity, equity, and inclusivity.

2. Spearhead campus-wide (and beyond) DEI initiatives, building upon the success of the ongoing Jandoli faculty and student initiatives.

3. Ensuring our media outlets recognize and overcome biases, prejudices and limited viewpoints and communicate effectively.

4. The diversity advocate and committee will collaborate with the Jandoli student advertising agency (Kwerkworks) and marketing consultancy (Synapse) on creating collateral materials for the physical and digital environment, utilizing the creative power and unique skills of students in our major.

5. The committee will collaborate with faculty advisors to regularly engage students in creating posters, art, photography and other collateral materials tied to diverse national events for year-round inclusion in the physical (Murphy) and virtual (social media) spaces. We will utilize visual cues to build awareness and acceptance and foster celebration.
Foundationally, as it relates to the higher education diversity pipeline, this plan focuses on creating a more inclusive environment in the short-term in order to create a program which attracts and retains a more diverse student body in the long-term.

**Retention**

Ongoing assessments of our department and campus climates as they relate to diversity in order to identify areas for improvement.

Research shows that different groups of students perceive discrimination differently on college campuses. These assessments will inform a continuous process of planning, implementing and reflecting on progress made and lessons learned, including meeting the needs of diverse and underrepresented groups both academically and socially.
Recruiting

The Jandoli School will work closely with admissions to identify and recruit from diverse high schools in targeted communities in the university’s primary recruitment area.

Additionally, we will create an even stronger collaboration with the Arthur O. Eve Higher Education Opportunity Program (HEOP), designed to make sure that each student’s individual needs — academic, personal and financial — are met through counseling, tutoring and comprehensive financial aid.

Hiring Faculty

The diversity advocate will serve on all faculty search committees for the Jandoli School and work with the dean reviewing the inclusiveness of the search at all stages of the process, including at the end or before an offer is made.

All searches will include a statement encouraging diverse candidates to apply and the position announcement will be shared with organizations and networks focused on under-represented groups. The Jandoli School will be proactive in recruiting a diverse group of adjunct faculty.
We reiterate our commitment to the intentional creation of an inclusive educational environment – an environment that quantitatively and measurably leads toward an ever-closer alignment of our own values with the needs of an increasingly, wondrously diverse world.

“"I stand here today as an example of the future. My standing at this podium today shatters stereotypes," Loney said in her speech. "I am a woman of the ghetto, a woman of color, a woman of size and a woman of unorganized music – blaring and indecisiveness." —Makeda Loney 2014
References:


