

**Department of Design and Human Environment
Diversity Action Plan
2005-2006**

Diversity mission, vision, and values statements

The Department of Design and Human Environment strives to create an affirming climate for all students, faculty, and staff including underrepresented and marginalized individuals and groups. Diversity encompasses differences in age, color, ethnicity, national origin, gender, physical or mental ability, religion, socioeconomic background, veteran status, sexual orientation, and marginalized groups. We believe diversity is the synergy, connection, acceptance and mutual learning fostered by the interaction of different human characteristics.

Climate initiatives

[How will the department create an environment that is psychologically, emotionally, intellectually, spiritually, socially, and physically safe?]

- Faculty and staff in DHE are committed to creating an environment that is psychologically, emotionally, intellectually, spiritually, and socially safe for students, staff, and faculty.
- All course syllabi will include statements confirming the instructor's and department's commitment to creating a safe learning environment.
- The DHE Graduate Handbook and website will include statements confirming the department's commitment to creating a safe learning and working environment.

Knowledge and skill development

[initiatives to foster cross-cultural competency]

- DHE will engage in faculty visits/exchanges with Fu Jen Catholic University in Taipei, Taiwan.
- DHE will continue to welcome post-doc visiting scholars from other countries/cultures to interact with faculty and students. Visiting scholars will be expected to have increased interaction with faculty and students.
- When appropriate, DHE faculty will be encouraged to attend international conferences and engage in international teaching.

Faculty recruitment and retention

[recruitment strategies and approaches for creating supportive environments]

- Search committees for new hires in DHE are committed to recruiting a diverse pool of candidates. Committees will engage in individual/personal contacts of individuals from underrepresented groups.
- When possible, DHE will take advantage of the HHS diversity hiring incentives.
- Each academic year DHE will invite at least one guest lecturer from an underrepresented group to campus to present research of other scholarly endeavors.

- DHE will continue to provide on-going mentoring of all faculty members in the department.

Staff recruitment and retention

[recruitment strategies and approaches for creating supportive environments]

- Search committees for new hires in DHE are committed to recruiting a diverse pool of candidates.

Graduate student recruitment and retention

[recruitment strategies and approaches for creating supportive environments]

- DHE will explore recruitment of McNair Scholars to the DHE graduate program.
- DHE will explore creating graduate fellowship(s) for students from minority groups.

Outreach/service/partnership initiatives

[identify external communities, groups, and individuals with which they will engage; how diversity may be integrated into fund-raising]

- DHE will strive to include greater diversity of membership on the DHE Industry Advisory Board and with invited speakers at the DHE Career Symposium

Assessment/research/evaluation initiatives

[research and scholarly endeavors that include diversity themes]

- DHE faculty will conduct research that includes:
 - gender issues
 - age issues
 - cross-cultural dimensions
 - international topics.

Student support and development initiatives

[initiatives that promote the growth and development of students]

- DHE is committed to continue to offer DHE 270 “Appearance, Power, and Society” as a designated course in the Difference, Power, and Discrimination area of the BACC Core.
- DHE is committed to continue to offer DHE 366 “Cross-cultural Aspects of the Near Environment.”
- DHE is committed to continue to offer DHE 434 “Housing the Aging Population.”
- DHE is committed to continue to offer DHE 475 “Global Production and Trade in Textiles and Apparel.”
- DHE is committed to including topics related to gender issues, age issues, cross-cultural aspects, and international aspects throughout the curriculum.
- DHE courses will include a number of projects and activities that provide opportunities for students to apply concepts and theories in addressing issues of gender, age, and physical abilities.
- A menu of international study opportunities will be provided to students including opportunities in Europe, South America, and Asia

- A dual degree master's program will be developed with Fu Jen Catholic University in Taipei, Taiwan.
- Each academic year DHE will invite at least two visiting professionals from underrepresented groups to campus to interact with students.

Faculty/staff support and development initiatives

[initiatives that promote the growth and development of faculty and staff]

- As appropriate, faculty members will participate in the DPD Seminar
- As opportunities arise, faculty will be encouraged to attend workshops on campus focusing on diversity issues.

Accountability plan

[how will we know when we are making progress? How will we measure our success?]

DHE will measure our progress by successfully accomplishing the following:

- Involvement with diversity initiatives as noted in this plan will be documented by faculty and will be evaluated during the annual PROF process.
- DHE will develop an end-of-year inventory of progress/achievement of the diversity initiatives noted in this plan.

Alignment initiatives

[how does our work align with others on campus?]