

Department of Communication Anti-Racism Strategic Plan



Department of Communication Anti-Racist Task Force (2020-2021)

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Background

The Department of Communication at the University of Utah is prepared to research, teach, and support diverse communities in a rapidly changing world.¹ The Department recognizes that intellectual currents continue to change, student demographics are shifting dramatically, and communication careers increasingly require complex social and cultural competencies that range across dimensions of Inclusion, Diversity, Equity, and Access (IDEA). By 2025, the number of high school graduates is predicted to begin a decades-long and steady decline; simultaneously, colleges will see an increase in applicants from socioeconomically and culturally diverse sectors of U.S. society.² As such, this Department of Communication Anti-Racism Strategic Plan (ARSP) seeks to respond to the fast-moving exigencies of our times, to adapt to vastly different academic and educational contexts we foresee, and to innovate the scholarly and pedagogical projects of our Department.

In sum, the ARSP establishes that the goals for the Department are:

- To create an exciting, welcoming, respectful, and caring environment for all members of the Department of Communication.
- To ensure that anti-racism is a central component of the recruitment, hiring, retention, and development of all administrators, faculty, staff, and students in the Department.
- To build challenging, inspiring, and world-relevant courses and curricula that excite students and faculty and make every student feel recognized, included, and affirmed.
- To define academic excellence not only in terms of intellectual rigor, but also in terms of community relevance and engagement, intellectual diversity, and social justice aims.

¹ On June 6, 2020, graduate students in the Department of Communication wrote a letter to Department co-Chairs Ann Darling, Marouf Hasian, Mark Bergstrom; incoming Interim Chair Kevin Coe; and Associate Chair and Graduate Director Helene Shugart asking the Department to release an anti-racist statement in support of Black Lives; create an anti-racist code of conduct; create an annual graduate student award honoring activists engaged in work focusing on historically disenfranchised communities; and to create a strategic plan for anti-racism. Upon becoming Interim Chair, Professor Coe constituted an “Anti-Racist Task Force” (ARTF) and charged that task force with responding to the letter by implementing the requested actions. During the summer and fall of 2020, the ARTF met regularly and successfully created the Department’s “Anti-Racist Code of Conduct.” which was voted into policy by the Department’s faculty at the November 2020 faculty meeting. Following that, the ARTF began to develop the Anti-Racism Strategic Plan (ARSP) for the Department.

²

<https://www.insidehighered.com/news/2020/12/15/what-do-new-projections-high-school-graduates-mean-colleges-and-universities>

NCA, AEJMC, University, College and Department IDEA Goals and Commitments

The ARSP is in part guided by The National Communication Association's (NCA) commitment to IDEA (Inclusion, Diversity, Equity, and Access) scholarship and activism. According to the NCA's Statement on Diversity, Equity, and Inclusion,

The NCA values diversity, inclusion, and access among our facilities, within our membership, in the workplace, and in the classroom. We support just and fair policies that fairly encourage and promote equity. We believe that policies on admissions, financial support of students, leadership development, equitable access, and faculty hiring and retention can be used to advance the goals of diversity, equity, and inclusion.³

The ARSP is closely aligned with the NCA Diversity Council's Anti-Racist Call for Sustained Action, which advocates for "strategic articulations of concrete action steps designed to incite measurable systemic change in our discipline."⁴ Thus, the ARSP takes into account and builds on broader, national goals within the discipline of communication for increased commitments to IDEA. It is also in alignment with AEJMC's Diversity Report published in 2005 that focused on recommendations for recruiting and retaining faculty of color.

At the University level, the ARSP is fully supportive of University-wide IDEA commitments, including ongoing efforts by the Office for Equity, Diversity, and Inclusion to revolutionize "practices that establish a culture of belonging and expand the university's actions towards a diverse, equitable, and inclusive campus."⁵ In particular, the ARSP provides concrete steps toward the University's Strategy 2025, which aims to "deepen [the] sense of belonging for all students by providing a foundation of safety and building a culture of equity, diversity and inclusion."⁶ The ARSP also responds to the recent Academic Senate Resolution on Anti-racism, Diversity & Inclusion⁷ and a recent statement from senior leadership re-affirming the University of Utah's commitment to equity, diversity and inclusion.⁸

At the College level, the ARSP is in alignment with the College Diversity Task Force. Two members of the ARTF also sit on the College Diversity Task Force. Our documents have been shared with that group.

³ National Communication Association. (2018). Statement on Diversity, Equity, and Inclusion. [https://www.natcom.org/about-nca/nca-and-inclusivity#:~:text=The%20National%20Communication%20Association%20\(NCA,social%20scientific%2C%20and%20aesthetic%20inquiry](https://www.natcom.org/about-nca/nca-and-inclusivity#:~:text=The%20National%20Communication%20Association%20(NCA,social%20scientific%2C%20and%20aesthetic%20inquiry)

⁴ National Communication Association Diversity Council. (2020). Antiracist Call to Sustained Action. <https://www.natcom.org/sites/default/files/publications/NCADiversityCouncilsAntiracistCalltoSustainedAction.pdf>

⁵ Office for Diversity, Equity, and Inclusion. (2020). A Call to Action. <https://diversity.utah.edu/call-to-action/#edi>

⁶ The University of Utah. (2021). Strategy 2025. <https://strategy.utah.edu/>

⁷ Affirmation of Support for Anti-racism, Diversity, and Inclusion Scholarship, Teaching, and Training at the University of Utah, Resolution jointly proposed by: ASUU, the University of Utah Staff Council, and the School for Cultural & Social Transformation

⁸ University of Utah Senior Leadership. Statement on Executive Order. <https://attheu.utah.edu/university-statements/statement-on-executive-order/>

At the Department level, the ARSP builds from the Department of Communication's Anti-Racist Code of Conduct.⁹ Additionally, the Department's 2018 Road Map described design principles in alignment with anti-racist work, in particular design principle #3. The Road Map advocated for hiring in six areas, four of which focus on diversity. The last Graduate Review of the Department (2014-15) recommended that we increase the diversity in our curriculum in order to attract a more diverse undergraduate population and use future faculty hires to increase the diversity of our faculty. Supported by these documents, statements, and plans, the ARSP advances University-wide efforts tangibly and positively to effect IDEA practices and policies at the University of Utah but located specifically in the Department of Communication.

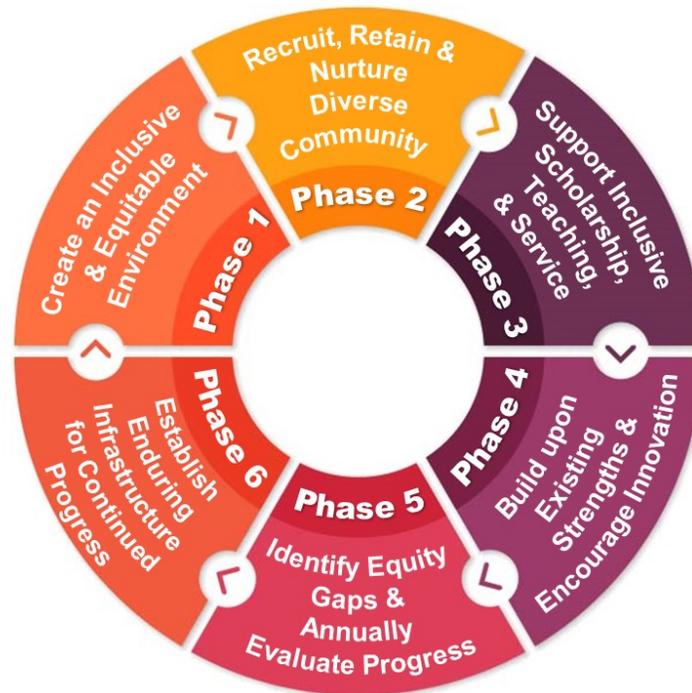
Development and Use of the Anti-Racism Strategic Plan

The Department of Communication faculty reviewed a first draft of the ARSP on February 5, 2021. Two town hall meetings with faculty followed this meeting. Reviews of the document were provided by the Office of General Counsel, the Office of Equal Opportunity and Affirmative Action, and the Vice President for Diversity, Equity and Inclusion. Input based on feedback from all of these offices has been incorporated into the present draft of the ARSP.

After approval of the ARSP by faculty, assessment of progress on ARSP goals will be conducted annually beginning in 2021-2022. A report will be prepared by the Executive Committee and presented to the entire Department at the annual retreat. In the Spring a similar report will be prepared and discussed by the faculty to document progress over the year.

⁹Department of Communication, University of Utah. (2020). Anti-Racist Code of Conduct. <https://communication.utah.edu/news/antiracistcodeofconduct.php>

Six Phases of Developing an Anti-Racist Department



This visual, adapted from the University of Michigan's Diversity, Equity and Inclusion Strategic Plan, depicts 6 phases of developing a sustainably inclusive and equitable unit. The Strategic Plan described below addresses elements in each phase by directing specific attention to our undergraduate, graduate, faculty and administrative and staff members. By engaging in this work, we join our peer institutions outside of the State in actively working to create inclusive and equitable environments for all participants.

*Adapted from the University of Michigan's Diversity, Equity, & Inclusion Strategic Plan (2016-2021)

Summary of ARSP Goals

Undergraduate Student Goals

Goal 1: Recruit undergraduate students who are interested in anti-racism educational foci across areas of emphasis.

Goal 2: Retain undergraduate majors whose studies focus on anti-racism and help prepare them for timely graduation.

Goal 3: Establish relationships with alumni who are engaged in anti-racist work in their careers or personal lives.

Graduate Student Goals

Goal 1: Recruit graduate students whose research, teaching, and/or service focuses on anti-racism.

Goal 2: Retain graduate students whose research, teaching, and/or service focuses on anti-racism.

Goal 3: Implement the ARSP with the support of the Graduate Student Advisory Committee (GSAC).

Goal 4: Implement topics and learning opportunities in the first-year training and socialization experiences that are consistent with the Department's ARCC.

Faculty Goals

Goal 1: Recruit faculty whose research, teaching, and/or service focuses on anti-racism.

Goal 2: Retain faculty whose research, teaching and/or service focuses on anti-racism.

Goal 3: Support and celebrate anti-racism as a normative goal of Departmental culture.

Goal 4: Provide Departmental and professional support for anti-racism goals and initiatives, enabling those who do that work to succeed.

Administration and Staff Goals

Goal 1: Create a Departmental task force charged with developing an IDEA Strategic Plan.

Goal 2: Establish and annually review anti-racist best practices for Department administration.

Goal 3: Identify and support faculty who focus on anti-racist research, teaching and/or service who might be interested in administrative opportunities.

Goal 4: Foster relationships and alliances with departments, units, and colleges to aid the Department's implementation and assessment of ant-racist initiatives.

Goal 5: Foster relationships and alliances with learned societies and professional organizations to aid the Department's implementation and assessment of ant-racist initiatives.

Plan for Undergraduate Students

Objective	Action Items	Time Frame	Personnel Responsible
Goal 1: Recruit undergraduate students who are interested in anti-racism educational foci across areas of emphasis.			
Fund one annual scholarship of \$5,000 for a current undergraduate major focusing on anti-racism.	Establish criteria for scholarship. Contact possible donors. Review and revise scholarship applications.	2022-23	Department Chair Undergraduate Committee Department Development Officer
Fund one annual scholarship of \$5,000 for a current undergraduate major focusing on social justice and advocacy.	Establish criteria for scholarship. Contact possible donors. Review and revise scholarship applications.	2022-23	Department Chair Undergraduate Committee Department Development Officer
Review all undergraduate scholarships in alignment with ARSP goals.	Review, revise, change scholarship descriptions, if necessary.	Fall 2022	Undergraduate Committee
Design intentional outreach efforts.	Provide opportunities for graduate students and faculty to give recruiting talks or guest lectures to Greek societies, high school extracurricular clubs, community youth organizations, nonprofits, etc.	Fall 2022	Department Chair Department Development Officer
Establish ongoing relationships with alumni whose career or	Send an annual “state of the Department” letter to all alumni whose professional or personal work focuses on anti-racism.	Fall 2022	Department Development Officer

professional life focuses on anti-racism.	<p>Continue sending personal invitations to special events such as Fisher Lecture, Town and Gown, and Awards Banquet.</p> <p>Regularly update alumni on the Department's anti-racist initiatives and ask alumni for targeted donations to anti-racist initiatives.</p>		
Goal 2: Retain undergraduate majors whose studies focus on anti-racism and help prepare them for timely graduation.			
Explore and resolve equity gaps in the undergraduate curriculum.	Beginning with the Communication Studies emphasis (because data have already been gathered), identify equity gaps and design interventions to resolve those.	Fall 2022	Undergraduate Committee Undergraduate Emphasis Coordinators
Develop curricula focusing on anti-racism scholarship, professions, and/or education.	Charge each Emphasis Coordinator with identifying places to integrate anti-racist scholarship and/or extra-curricular opportunities with special attention on required courses.	Fall 2022	Emphasis Coordinators
Create a syllabus statement on inclusion, diversity, equity, and access that specifically mentions the Department's Anti-racist Code of Conduct.	Consistent with the previous request from the College of Humanities Diversity Task force, task the Undergraduate Committee with drafting a statement to appear on all department syllabi.	Fall 2021	Undergraduate Committee Undergraduate Emphasis Coordinators
Develop Department anti-racist resources to foster student success and increase investment in existing University anti-racist resources.	Create liaisons with student success organizations on campus, such as the First Star, Dream Center, and Beacon Scholars, etc. We also encourage supporting strong student success organizations in the department, such as the John R. Park Debate	Fall 2022	Undergraduate Committee Undergraduate Emphasis Coordinators Advisors

	<p>Society, Society of Professional Journalists, Public Relations Student Society of America, and Lambda Pi Eta.</p> <p>Develop a peer-to-peer tutoring service in the Department and require peer tutors to undergo anti-racist training.</p> <p>Establish a Student Success Ambassador specifically for the Department of Communication; the ambassador will work with the University's Student Success Advocates.</p> <p>Encourage all instructors to incorporate these resources into syllabi, Canvas courses, and/or pedagogy, and explicitly discuss them with students.</p>		
Train and support academic advisors on how to work with students in ways that are aligned with the ARCC.	<p>Equip all advisors with state-of-the art training for how to best support students whose studies focus on anti-racism.</p> <p>Connect advisors to the Center for Ethnic Student Affairs, Dream Center, and other related student organizations.</p>	Spring 2022	Director of Undergraduate Studies
Goal 3: Establish relationships with alumni who are engaged in anti-racist work in their careers or personal lives.			
Foster connections with alumni who identify with historically social or economically disadvantaged communities and/or whose research, teaching, and/or activism	<p>Continue to maintain a current and accurate database of alumni.</p> <p>Include an update on the Department's anti-racist initiatives in the annual letter that goes to all alumni.</p>	Fall 2022	Department Chair Department Development Officer

focuses on anti-racism.	Continue to send personal invitations to special events such as Fisher Lecture, Town and Gown, and Awards Banquet. Ask alumni for targeted donations to anti-racist initiatives.		
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Plan for Graduate Students

Objectives	Action Items	Time Frame	Personnel Responsible
Goal 1: Recruit graduate students whose research, teaching, and/or service focuses on anti-racism.			
<p>Establish relational modes of engagement across universities to recruit graduate students whose research, teaching, and/or service focuses on anti-racism.</p>	<p>Develop and maintain ongoing relationships with other directors of graduate studies at peer institutions as well as with Hispanic Serving Institutions, Native Serving Institutions and HBCUs.</p> <p>Identify directors and create a database with contact information.</p> <p>Engage regularly with these individuals via email or mailed correspondence, via phone calls, at conferences.</p>	<p>Fall 2021</p>	<p>Graduate Committee</p>
<p>Increase the number of graduate students whose research, teaching, and/or service focuses on anti-racism with active recruitment strategies.</p>	<p>Before offers are made to an incoming cohort of graduate students, require that the Graduate Committee provide a report to the faculty that describes the methods used to diversify the applicant pool, including a rationale for the proposed top candidates. The faculty will then vote on the viability of the top candidates for the proposed pool and approve extending them offers.</p> <p>Continue to provide an annual report that details efforts to engage and recruit graduate students whose research, teaching, and/or service focuses on anti-racism across areas of emphasis.</p> <p>Review and revise application and admissions practices to reduce barriers for</p>	<p>Fall 2021</p>	<p>Director of Graduate Studies Graduate Committee All faculty in the Department of Communication</p>

	<p>all students, including those whose research, teaching, and/or service focuses on anti-racism. This review should include reconceptualizing the use and necessity of the GRE and create an optional IDEA or anti-racist statement for application materials.</p> <p>Incentivize members of the faculty across areas of emphasis to recruit graduate students whose research, teaching, and/or service focuses on anti-racism (e.g., faculty might offer colloquia at potential feeder schools).</p>		
<p>Provide competitive offers to recruit graduate students whose research, teaching, and/or service focuses on anti-racism.</p>	<p>Provide relocation funds to help admitted graduate students settle in Salt Lake City.</p> <p>Continue to enhance funding offers by working with existing financial programs in the Graduate School Diversity Office, such as the Ronald E. McNair Graduate Fellowship, the Emerging Diversity Scholars Fellowships, “top off awards/diversity recruitment bonuses,” and Graduate Diversity Enhancement Grants.</p> <p>Fundraise and establish new scholarships, such as: Anti-Racist Scholars Fellowships, “top off awards/anti-racist recruitment bonuses,” and Graduate Anti-Racist Enhancement Grants.</p>	<p>Fall 2021</p>	<p>Director of Graduate Studies Graduate Committee Department Development Officer College of Humanities Advancement Team</p>

Goal 2: Retain graduate students whose research, teaching, and/or service focuses on anti-racism.

<p>Using the ARCC, work to create an anti-racist environment to retain graduate students whose research, teaching, and/or service focuses on anti-racism.</p>	<p>Explicitly promote the students' anti-racism work on the Department's website and to the College of Humanities marketing team.</p> <p>Post both the Department of Communication's ARCC and the ARSP on the Graduate School website and help keep the website updated with working links.</p> <p>Continue to provide a comprehensive, updated list of anti-racist resources at the University of Utah that includes mental health services, scholarships, and professional activities.</p>	<p>Spring 2022</p>	<p>Director of Graduate Studies Department Chair, Associate Chair Tenure-Line Faculty</p>
<p>Provide additional funds to retain graduate students whose research, teaching, and/or service focuses on anti-racism.</p>	<p>Provide additional conference funding to graduate students whose research, teaching, and/or service focuses on anti-racism.</p> <p>Provide stipends for graduate students who assume leadership positions in anti-racist work for the Department, College, University or professional associations.</p>	<p>Spring 2022</p>	<p>Director of Graduate Studies Graduate Committee Department Development Officer Department Chair</p>
<p>Provide teaching support to graduate students.</p>	<p>Continue to work with CTLE to provide support for graduate student-teachers who experience incidents of microaggressions, receive lower teaching evaluation scores, and have other teaching-related challenges caused or impacted by discrimination.</p> <p>Continue to ensure that teaching resources in the Department, such as workshops and colloquia, address support for graduate</p>	<p>Spring 2022</p>	<p>Center for Teaching & Learning Excellence Director of Graduate Studies Director of Undergraduate Studies</p>

	students whose research, teaching, and/or service focuses on anti-racism.		
Goal 3: Implement the ARSP with the support of the Graduate Student Advisory Committee (GSAC).			
Document GSAC's efforts to support graduate students in the Department whose research, teaching, and/or service focuses on anti-racism.	Prepare and distribute annual reports that detail GSAC's efforts to support graduate students in the Department whose research, teaching, and/or service focuses on anti-racism.	Spring 2022	Graduate Student Advisory Committee
Conduct annual climate surveys of all graduate students and use the data to drive culture change by helping to identify areas on which to focus attention while also helping to monitor progress toward anti-racism.	<p>Prepare annual surveys with questions pertaining to anti-racism.</p> <p>Administer the survey to all graduate students.</p> <p>Collect and report the data to GSAC, the Director of Graduate Studies, and the Executive Committee.</p>	Spring 2022	<p>Department Chair</p> <p>Associate Chairs</p> <p>Director of Graduate Studies</p> <p>Graduate Student Advisory Committee</p>
Advocate for the needs of graduate students whose research, teaching, and/or service focuses on anti-racism.	<p>Actively advocate for the needs of graduate students whose research, teaching, or service focuses on anti-racism. Those needs might include additional funding, mentorship, and training.</p> <p>Expand the composition of GSAC to include at least one student who is conducting anti-racism-related research, teaching, and/or service.</p>	Spring 2022	<p>Graduate Student Advisory Committee</p> <p>Director of Graduate Studies</p> <p>Department Chair and/or Associate Chair</p>
Goal 4: Implement topics and learning opportunities in first-year training and socialization experiences consistent with the Department's ARCC.			

<p>Revise COMM 6090 and COMM 7001 to provide training and experiences in alignment with the ARCC.</p>	<p>Review best practices of preparing graduate students for teaching and socialization among our peer institutions as well as those used in Hispanic Serving Institutions, Native Serving Institutions and HBCUs.</p> <p>Integrate the ARCC in evolving designs for preparing students to teach and engage successfully in their graduate work.</p>	<p>Fall 2021</p>	<p>Director of Graduate Studies Faculty member teaching these classes</p>
<p>Implement collaborative anti-racism workshops, including those led by graduate students whose research, teaching, and/or service focuses on anti-racism.</p>	<p>Identify and invite individuals, including graduate students, whose research, teaching, and/or service focuses on anti-racism to lead anti-racism workshops.</p>	<p>Fall 2021</p>	<p>Director of Graduate Studies Graduate Student Advisory Committee</p>

Plan for Faculty

Objective	Action Items	Time Frame	Personnel Responsible
Goal 1: Recruit faculty whose research, teaching, and/or service focuses on anti-racism.			
<p>Increase faculty across the Department's areas of excellence whose research, teaching, and/or service focuses on anti-racism.</p>	<p>Write four job announcements with "communication" and "race" in the title of each ad emphasizing anti-racism as a core feature of the Department's research, teaching, and/or service excellence.</p> <p>Require all applicants, for each position, to submit a diversity statement describing how their research, teaching, and/or service would align with University, College and Department stated goals.</p>	<p>Fall 2021-Fall 2023</p>	<p>Tenure-Line Faculty</p>
<p>Ensure that the applicant pool is adequately diverse.</p>	<p>Partner with the Office for Diversity, Equity and Inclusion to advertise position announcements on a wide range of websites.</p> <p>Require that each search committee describe the methods used to diversify the applicant pool and require a vote on the viability of the applicant pool before voting to bring finalists to campus for an interview.</p>	<p>Fall 2021- Fall 2023</p>	<p>Search Committee</p>
Goal 2: Retain faculty whose research, teaching and/or service focus on anti-racism.			
<p>Promote faculty anti-racism work to the College and University, such as on the Department's website and other platforms</p>	<p>Produce a bibliography of Department anti-racism scholarship for all instructors.</p> <p>Publish regular features about innovative anti-racism teaching, scholarship and outreach of faculty in communications internal and</p>	<p>Fall 2021</p>	<p>Associate Chair(s) Administrative Assistant</p>

(listserv, social media, etc.).	external to the Department. Nominate faculty doing anti-racism work for College, University and disciplinary awards and notify administrators of those nominations (e.g., Dean, SVP, President).		
Publicize the Department's efforts in having a strong anti-racist progressive faculty by sharing a report of efforts with other various administrators within the University.	Inform administrators (e.g., Dean, SVP, President) about the work the Department is doing to create a strong anti-racist progressive faculty. Lobby the Dean, SVP, and President to incorporate ARSP objectives into their own faculty hiring plans. Incorporate the Department's efforts in having a strong anti-racism progressive faculty in public communications internal to and external to the Department.	Fall 2021	Chair, Associate Chair(s)
Include anti-racism as a measurable criterion for faculty review.	Define and establish anti-racism criteria. Clarify how faculty not involved in anti-racism research, teaching, and/or service can contribute to anti-racism. Expand the anti-racism criterion beyond research to include teaching and service.	Fall 2021	Executive Committee
Goal 3: Support and celebrate anti-racism as a normative goal of Departmental culture.			
Support and invest in anti-racism efforts by faculty in the Department.	Invest in namesakes, signage, and/or artwork throughout Department-controlled spaces supporting anti-racism using visual literacy and aesthetic considerations. Provide \$5,000 per annum to invite	Fall 2021	Chair All Faculty

	<p>scholars/experts doing anti-racism work to speak at colloquia. This funding can overlap with invited guest-lecturer funds in courses or other Departmental funds.</p> <p>Ensure there is equal investment in anti-racism across and throughout Rhetoric, Critical/ Cultural Studies, Digital Media, and CommSHER areas of the Department.</p>		
Goal 4: Provide Departmental and professional support for anti-racism goals and initiatives, enabling those who do such work to succeed.			
<p>Ensure that faculty have tangible and financial support to be able to pursue anti-racism goals and initiatives effectively, including relevant teaching resources.</p>	<p>Schedule a minimum of one workshop per semester for all Departmental instructors to learn about new and innovative ways to engage anti-racism goals and issues. Ensure audio and video of these workshops are accessible.</p> <p>Create and circulate a list of possible experts in anti-racism issues who can be invited to campus as a guest lecturer in classes.</p> <p>Create a syllabus bank and bibliography of anti-racism resources for teaching undergraduate and graduate students.</p> <p>Educate departmental instructors about the racial and settler colonial history of the University of Utah and Salt Lake City community, so that they may teach students about anti-racism goals and issues from a place-based approach.</p>	<p>Fall 2021</p>	<p>Chair, Associate Chair(s) Director of Undergraduate Studies</p>
<p>Include anti-racism as a measurable criterion for faculty review processes.</p>	<p>Define and establish measurable anti-racism criterion in RPT and FAR faculty review.</p> <p>Clarify how faculty not involved in anti-racism research, teaching, and/or service can</p>	<p>Spring 2023</p>	<p>Executive Committee</p>

	<p>contribute to anti-racism.</p> <p>Include 2 anti-racism-related sections within RPT guidelines: 1) expand the anti-racism criterion beyond research to include teaching and/or service, 2) ensure RPT criteria attend to equity gaps in Departmental culture, according to the Anti-Racist Code of Conduct (ARCC).</p>		
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Plan for Administration and Staff

Objective	Action Items	Time Frame	Personnel Responsible
Goal 1: Create a Departmental task force charged with developing an IDEA Strategic Plan for the Department.			
<p>Develop a Department task force that focuses more broadly on IDEA issues since this strategic plan focuses tightly on anti-racist research, teaching, and/or service.</p>	<p>Allocate funds for compensating members of the IDEA Task Force for their service.</p> <p>Choose a mix of faculty, staff, and graduate students to co-chair and populate the task force via an application process for faculty, staff, and graduate students.</p> <p>Particularly those with: (1) research, teaching, service, and/or professional responsibilities related to IDEA, (2) expertise beyond anti-racism, and (3) knowledge of how IDEA initiatives are unfolding across campus and/or in the discipline.</p>	<p>Fall 2021-Spring 2022</p>	<p>Department Chair and Associate Chairs</p>
Goal 2: Establish and annually review anti-racist best practices for department administration.			
<p>Create opportunities for Departmental administrators and staff to learn how to enact anti-racist goals and initiatives.</p>	<p>Identify relevant anti-racist training workshops for administrators and require each administrator and staff member to attend at least one anti-racist training workshop (minimally, one workshop per year).</p> <p>Establish the Department norm for administration and staff to bring what they learned back to the Department by, for example, requiring a brief 2-page report and/or presenting their experience at a Department meeting.</p> <p>Determine how to regularly distribute information gained from workshops to all administrators and faculty in the Department.</p>	<p>Spring 2022</p>	<p>Department Chair and Associate Chairs</p>

<p>Invite an anti-racist facilitator or mediator to work directly with staff, faculty, and graduate students on interpersonal and organizational occurrences of racism in the Department.</p>	<p>Research relevant anti-racist facilitators or mediators whose work parallels the Department's Anti-Racist Code of Conduct.</p> <p>Allocate money for anti-racist facilitator or mediator.</p>	<p>Spring 2022</p>	<p>Department Chair and Associate Chairs</p>
<p>Goal 3: Identify and support faculty who focus on anti-racist research, teaching and/or service who might be interested in administrative opportunities.</p>			
<p>Construct a mentorship program whereby faculty of color and Indigenous faculty learn from current and past administrators about administration, how to access opportunities to build administrative skills, and how to obtain administrative appointments.</p>	<p>Identify faculty who focus on anti-racist research, teaching, and/or service who might be interested in performing administrative functions for the Department.</p> <p>Fully fund attendance to workshops that prepare those faculty for success in administrative positions (minimally, one workshop per year).</p>	<p>Fall 2022</p>	<p>Department Chair and Associate Chairs</p>
<p>Goal 4: Foster relationships and alliances with departments, units, and colleges to aid department's implementation and assessment of anti-racist initiatives.</p>			
<p>Develop strategic relationships with faculty and staff in departments and colleges across campus who are dedicated to anti-racist initiatives (e.g., Ethnic Studies Division and the School of Cultural and</p>	<p>Identify specific faculty, staff, departments, and colleges across campus.</p> <p>Identify and engage with relevant learned societies and professional organizations.</p> <p>Regularly distribute information and opportunities to Department's students, staff, faculty, and administration about anti-racist</p>	<p>Fall 2021</p>	<p>Department Chair and Associate Chairs</p>

Social Transformation; Department of Sociology; Department of Educational Leadership and Policy; Department of Education, Culture, and Society in College of Education, etc.)	initiatives and opportunities across campus and via learned societies.		
Create relationships with and connections between College and University administrators committed to anti-racist values, practices, and programming.	<p>Continue to engage with the College of Humanities representatives on the Diversity Taskforce.</p> <p>Identify and partner with colleges and administrators leading the University's anti-racist efforts.</p> <p>Advocate and lobby the Dean of Humanities and upper administrators for resources to support the Department's Anti-Racist Strategic Plan.</p>	Fall 2022	Department Chair and Associate Chairs
Goal 5: Foster relationships and alliances with learned societies and professional organizations to aid the Department's implementation and assessment of anti-racist initiatives.			
Create Department connections to societies and organizations.	<p>Survey faculty, graduate students, staff, and administrators to learn what learned societies and professional organizations are relevant to them.</p> <p>Allocate funds for Department members to become affiliated with societies and organizations that support anti-racist initiatives.</p>	Spring 2022	Department Chair and Associate Chairs

Appendix Resources for ARSP Goals

Anti-racism is a communal process. We highlight the following as resources to assist our Department in accomplishing the goals of the ARSP.

Resources for ARSP Undergraduate Student Goals

Departmental Resources:

Department Anti-Racist Code of Conduct
Department of Communication Anti-Racist Strategic Plan

University Resources:

American Indian Resource Center: <https://diversity.utah.edu/centers/airc/>
Black Cultural Center: <https://diversity.utah.edu/centers/bcc/>
Center for Ethnic Student Affairs: <https://diversity.utah.edu/centers/cesa/>
Dream Center: <https://dream.utah.edu>
LGBTQ Center: <https://lgbt.utah.edu>
Office for Diversity, Equity and Inclusion: <https://diversity.utah.edu>
Office of Inclusive Excellence: <https://inclusive-excellence.utah.edu>

Resources for ARSP Graduate Student Goals

Departmental Resources:

Department Anti-Racist Code of Conduct
Department of Communication Anti-Racist Strategic Plan
Director of Graduate Studies
Faculty engaged in anti-racism efforts across areas of emphasis
Graduate students engaged in anti-racism efforts across areas of emphasis

External Resources:

College of Humanities
College of Humanities Graduate Students of Color and International Origin
The Graduate School
Center for Teaching and Learning Excellence
Office for Equity, Diversity, and Inclusion

Resources for ARSP Faculty Goals

Departmental Resources:

Department Anti-Racist Code of Conduct

Department of Communication Anti-Racist Strategic Plan

Faculty engaged in anti-racism efforts across areas of emphasis

Graduate students engaged in anti-racism efforts across areas of emphasis

External Resources:

College of Architecture and Planning Diversity Action Plan

Bibliographies of research on anti-racism

1. CPTSC Diversity Committee Bibliography
2. ARSTM Bibliography on Race and Anti-Racism
3. EJC Bibliography on Ethnic Minorities, Race and the Media
4. Eastern Illinois University Bibliography of Critical Whiteness Studies
5. Inside Higher Ed — Place-Based Faculty Development
6. National Center for Faculty Development and Diversity

Resources for ARSP Administration and Staff Goals**Departmental Resources:**

Department Anti-Racist Code of Conduct

Department of Communication Anti-Racist Strategic Plan

External Resources:

Associate Vice President for Faculty: <https://academic-affairs.utah.edu/office-for-faculty/>

Office for Equity, Diversity and Inclusion: <https://diversity.utah.edu>

Academic Senate: <https://academic-senate.utah.edu/>

National Communication Association: <https://www.natcom.org/about-nca/nca-and-inclusivity>

National Center for Faculty Development and Diversity: <https://www.facultydiversity.org/>