

## UO Department of Philosophy, Diversity Action Plan

(January 2018)

### **Goals**

- A. Increase enrolment and success of minority and non-traditional students at the undergraduate (including both majors and minors) and graduate levels.
- B. Support current minority and non-traditional students who are already part of the program.
- C. Create a broad understanding that subjects of diversity in philosophy are an integral part of the academic discipline.

### **Strategies**

- A. Create and support climate, curriculum, and extra-curricular activities and events, which are positive toward diversity.
- B. Discover and develop specific disciplinary reflection on how subjects of diversity are now an integral part of academic philosophy by adding to existing course curricula and creating new courses.
- C. Take the concerns of diverse students and faculty, seriously.

### **Tactics (& Resources)**

A. Advertise relevant talks and events on a section of the Department website dedicated to diversity, which will include a diversity welcoming statement.

***B. Implement a pilot program for a Diversity Focus for our graduate and undergraduate students. Please see attached program description. The Funded by UO DEI.***

C. Create mechanisms for criticism and accountability, through dialogue and anonymous feedback and complaint procedures.

D. Maintain an explicit focus on diversity as one dimension of assessment for graduate student admissions and recruitment, as well as for faculty hires.

### **Assessment:**

- A. and D. Increase in enrolment of minority and non-traditional students.
- B. Success of Diversity Focus pilot program measure by enrolment in it, which will be tracked by the Diversity Focus advisor.
- C. Positive annual student and faculty Feedback.

### **Timeline:**

Tactic (A) to be implemented within one academic quarter of Philosophy Department and UO/CAS approval of this document.

Tactic (B) The pilot will begin in 2018. (The pilot program will need to be approved in February to be listed in the UO Catalogue.)

Tactic (C) to be implemented within two academic quarters of UO/CAS approval of this document.

Tactic (D) is already in place and will continue.

**Lead Personnel:**

Diversity Committee (rotating membership): Naomi Zack (Chair) Erin McKenna, Colin Koopman; student representatives -- Valérie Simon (graduate) and Elizabeth R. Beltran (undergraduate)