

School of Architecture, Planning and Preservation (SAPP) Diversity and Inclusion Strategic Plan

SAPP Diversity Goals			
Statement of Purpose	Goals	Action items	Assessment
<p><i>Leadership</i></p> <p>The MAPP community is committed to building a leadership structure that reflects the diversity of the School community, and promotes a culture of tolerance, mutual respect support, and trust among faculty, staff and students.</p>	<p>Develop a management and organizational structure that supports and assesses cultural change.</p>	<ul style="list-style-type: none"> • Create an All School D&I Committee as part of the Plan of Organization. <p>The D & I Committee will:</p> <ul style="list-style-type: none"> ○ Summarize and celebrate diversity & inclusion activities at the annual School Assembly. ○ Manage communications ○ Create assessment tool and implement ○ Develop new action items ○ Assess plan every three years. ○ Monitor activities ○ D&I Committee shall meet at the beginning of each academic year to plan a shared activity or effort that they will work collectively to achieve. ○ Select and Annual D& I lecture <p>Membership</p> <ul style="list-style-type: none"> ○ Representation consists of 2 students, 2 faculty and 2 staff. ○ Chair, selected by 	<p>Develop a baseline survey of students, faculty and staff.</p> <p>A three-year survey of all stakeholders shows a 5% improvement in D & I as measured through the quality of the work environment.</p>

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		<p style="text-align: right;">committee.</p> <p>Term:</p> <ul style="list-style-type: none"> ○ Terms: Faculty and Staff three years with renewal once; Students one year with renewal once; create overlap of membership ○ Chair is representative on the D&I University Committee <ul style="list-style-type: none"> • The Dean will support a School-wide activity each academic year. 	
<p><i>Climate</i></p> <p>The MAPP community will promote and sustain an inclusive and welcoming climate that respects and embraces the diversity of individuals, perspectives, and ideas.</p>	<p>Create an environment that encourages, enables and supports every member of our community to voice and resolve concerns about interactions with other members of the community despite rank and job.</p> <p>Create a welcoming environment that encourages, enables and supports conversations, builds tolerance, and increases knowledge about diversity & inclusion topics and issues.</p>	<ul style="list-style-type: none"> • Faculty Advisory Committee will create a “D&I Policy” (similar to the Studio Culture Policy) that is common to all disciplines and is adopted by all programs and constituents. The policy will be reviewed every 5-years by the D&I Committee. • Create one brown bag per semester to help spark conversations and culturally sensitive dialogue among faculty, staff and students to promote and encourage a welcoming climate for all and to help us become more aware of our own biases and 	<p>A two-year survey of students, faculty and staff shows a 10% improvement in D & I through the quality of the work environment. Use the Advance surveys as a baseline for current climate.</p>

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		<p>ignorance.</p> <ul style="list-style-type: none"> • The Student Advisory Board will expand student international night to be inclusive of all disciplines in the School. • The D&I committee will organize one public lecture each year that focuses on diversity and inclusion. This lecture will be supported through Leadership Funds. 	
<p><i>Recruitment and Retention</i></p> <p>The MAPP community aspires to an inclusive and diverse faculty, staff and student body:-</p>	<p>Recruit, retain, & graduate a diverse and inclusive student body.</p> <p>Recruit, retain, & mentor a diverse and inclusive staff.</p> <p>Recruit, retain, & mentor a diverse and inclusive faculty.</p>	<ul style="list-style-type: none"> • In order to serve as member of a search committee all faculty, staff and student participants will be required to attend a D&I training workshop. • All Search Committees will develop a D&I plan as part of their initial work. This plan will be assessed by the committee at the conclusion of the search and will be forwarded to the Dean and D&I Committee. • A new D&I Award will be announced at Spring Commencement. All staff, faculty, and students are eligible. The Awardee will be selected by the Dean and 	<p>Achieve a 22% racially diverse student body by 2020.</p> <p>Diversify faculty by 2-3 members in the next 3 yrs</p> <p>Survey Faculty and staff to determine nurturing versus adversarial relationships</p>

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		<p>Directors from nominations.</p> <ul style="list-style-type: none"> • Include Staff Award at Graduation • Develop recruiting strategies that meet diversity goals. • Project a welcoming diverse image for visitors interested in the school by highlighting our diverse activities. 	
<p>Education</p> <p>The MAPP community is committed to an inclusive cross-cultural and cross-disciplinary teaching and learning environment that encourages and supports robust open-dialogue across cultural, ethnic and intellectually diverse backgrounds and viewpoints.</p>	<p>Support cross-cultural and cross-disciplinary faculty, staff and student interactions.</p> <p>Create opportunities for diverse approaches and content in coursework that include exploration of issues of class, race, gender, culture, social justice and ethnicity as these relate to the disciplines of the school.</p> <p>Increase self-awareness of one's inevitable bias and cultural frame and its impact on the craft of teaching and learning.</p>	<ul style="list-style-type: none"> • Invite guests, lecturers and critics with a variety of cultural, ethnic and intellectual backgrounds and viewpoints. • Seek to create public panels that are balanced by race, gender in representation of presenters • Explore making Diversity and Inclusion a part of the annual review process. • Encourage and support diverse teaching approaches as well as diverse content in coursework and curricula. 	<p>Conduct a baseline survey of students to better understand if they believe they are experiencing diverse approaches and content in their coursework. A three year follow-up survey shows a 5% improvement.</p> <p>Conduct a baseline survey of faculty to better understand if they are offering content that supports robust open-dialogue across cultural, ethnic and intellectually diverse backgrounds and viewpoints and ask them to give examples. A three year follow-up survey shows a 5% improvement.</p>
<p>Research and Scholarship</p>	<p>Ensure that the research and creative</p>	<ul style="list-style-type: none"> • Have a conversation about the 	<p>In three years, increase in the</p>

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<p>The MAPP community is committed to embracing and supporting a diversity of perspectives and critical frameworks in the research, scholarship and creative work of the faculty and students of the School.</p>	<p>endeavors of our diverse faculty and disciplines which range from the speculative and theoretical to that of applied research and professional efforts are equally supported and valued.</p> <p>Increase and support research, scholarship and creative practice focused on diversity related themes</p>	<p>relationship between creative work, professional practice, research and scholarship and their relative validation.</p> <ul style="list-style-type: none"> • Provide funding for faculty to support creative work, professional practice, research scholarship and publications on diversity related topics. • The Merit Task Force will explore making Diversity and Inclusion a valued activity of research, scholarship and creative work in the faculty annual review process. 	<p>amount, quality and publication of research, creative work, professional practice, and scholarship focused on D&I themes by 5%.</p>
<p><i>Community Engagement</i></p> <p>The MAPP community seeks to transform learning and lives through its engagement with diverse external communities.</p>	<p>Educate under-represented and/or under-resourced communities on the value and potential contributions of our disciplines to their community and vice versa.</p> <p>Seek new and strengthen existing collaborative partnerships with local and regional residents to identify strategies, design programs and implement plans to make a difference in the lives of residents and the communities in which they live.</p> <p>Support, and incentivize programs that prepare students, faculty, and staff for community engagement</p>	<ul style="list-style-type: none"> • Regularly provide programs for students, faculty, and staff to engage communities and create public interest projects. • Initiate a development effort to raise funds to support D&I activities and community engagement. • Increase D&I enrollment to Architecture 150 through outreach to underserved schools and communities through scholarships and grants. • The Dean’s Office and Program Directors will develop 	<p>Within three years 95% graduate student has a community engagement experience as measured through transcript review.</p> <p>Within three years 95% undergraduate student has a community engagement experience as measured through transcript review.</p> <p>Recruit D&I 5% over baseline data collected in 2015 in the next three years.</p>

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	inside and outside the classroom. Educate, engage and empower K-12 students through collaboration with MAPP community	strategies to increase contacts in order to build opportunities for community outreach and engagement.	

UMD's diversity strategic plan, *Transforming Maryland: Expectations for Excellence in Diversity and Inclusion*, focuses on six domains to create and sustain an equitable, diverse and inclusive university: Leadership, Climate, Recruitment and Retention, Education, Research and Scholarship, and Community Engagement.