Purpose

The Diversity Advisory Workgroup (DAW) is an initiative designed to promote and sustain diversity among faculty, staff, students, curriculum and programmatic cultural offerings within the College of The Arts (CoTA). The committee is made up of faculty and staff members whose purpose is to promote policies and practices which enhance the climate of diversity and inclusion within the College. The Diversity Advisory Workgroup works with a representative from the USF Diversity and Equal Opportunity Office (DEO) who ensures all strategic initiatives and policies regarding diversity are being implemented in the College’s plans for the recruitment and retention of faculty and staff of diverse race, ethnicity, veteran status, marital status, socio-economic level, national origin, religious belief, physical ability, sexual orientation, age, class, political ideology, and lifestyle. In addition, the Diversity Advisory Workgroup collaborates with the Faculty Advisory Council (FAC) to evaluate and promote these diverse initiatives and practices at all levels and across all programs within CoTA.

History

During the fall of 2007, the DAW was established within the College of The Arts, under the aegis of Fanni Green, Professor of Theatre, and Barton Lee, Associate Dean of the College of The Arts. The DAW and FAC met with Ron Jones, Dean of CoTA, Barton Lee, Associate Dean of CoTA, and Dr. Jose Hernandez, former representative from the USF Diversity and Equal Opportunity Office, to discuss and identify diversity issues and strategic initiatives relating to the College of The Arts. The first initiatives identified were to develop a CoTA Diversity Statement, revise the wording and eligibility of a specific grant opportunity to allow for greater inclusivity for underrepresented students, and to conduct a Diversity Climate Survey among the Academic Administration, Faculty, and all Full-time Staff and OPS employees of the CoTA.

The CoTA Diversity Climate Survey results were calculated and analyzed by the USF DEO and the final report was provided to the DAW.
Survey Results

The CoTA Diversity Climate Survey results, organized by employment classification, and recommendations for action from the DAW:

**Full-time OPS/Staff/Administration:**

The major areas of concern for this group were as follows:

- Leadership that reflects diversity
- Hiring more minorities (Note: For the purposes of this report DEO considers Underrepresented Minorities to be those who are underrepresented in a specific field, so that may include males in some specialties. Further, USF includes people with different sexual orientation [and gender identities] in its Diversity and Equal Opportunity policies)
- Ability to demonstrate diversity through curricula
- Need for professional development for diverse population
- Need for multicultural training opportunities

**Recommendations:**

- Identify the goals of the College with regards to diversity of its faculty, staff and students. i.e.: What does it want to look like in 5 years?
- Integrate diversity into strategic plans, mission and vision for the college and departments.
- Continue to ensure positions are open to all qualified candidates and that searches include outreach to encourage individuals from underrepresented groups to apply. This could include advertising in local papers or on local list serves that target specific cultural groups.
- Include staff and administrative personnel on search committees.
- Continue to provide opportunities for staff to participate in college and university-wide committees and activities that lead to personal and professional growth.
- Recognize staff for their outstanding work. Create incentives and recognition opportunities i.e.: Staff and Administrative awards/certificates and letters of commendation for personnel files.
• Request DEO or Talent Management (formerly ODT) to facilitate focus groups with staff to address concerns and provide training as needed i.e.: multicultural, diversity training etc.

• Demonstrate the college’s commitment to diversity and inclusion by adding courses and opportunities to study, recognize, and celebrate the arts of various cultures.

Faculty and Academic Administration:

The major areas of concern for this group were as follows:

• Need for gender diversity
• Need for hiring/recruiting more minorities (faculty/staff and students)
• Leadership that reflects diversity
• Demonstrating diversity through curricula
• Need for mentoring opportunities
• Need for multicultural/diversity training opportunities

Recommendations:

• Identify the goals of the College with regards to diversity of its faculty, staff and students. i.e.: What does it want to look like in 5 years?

• Integrate diversity into strategic plans, mission and vision for the college and departments.

• Target underrepresented groups and women in all future searches and focus the recruitment and retention efforts as follows:
  ➢ Advertise using publications, websites and list serves targeting underrepresented minorities and women in academic arts.
  ➢ Engage and recruit alumni by providing information about employment opportunities.
  ➢ Look for ‘best practices’ used by peer Colleges that have been successful in recruiting, retaining and promoting underrepresented minorities and women.
Partner with Diversity and Equal Opportunity Office prior to any search for evaluation of the search plan.

Conduct exit interviews to identify and document reasons why faculty leave their positions. When an offer is not accepted, inquire and document reasons. Identify and evaluate changes to be made to address areas of concern.

Develop mentoring opportunities to help junior faculty succeed and advance.

Consider adding diversity to the curricula (i.e.: a new course or emphasis in an existing course about art in different cultures to interest faculty and students and aid in their recruitment and retention.

Request DEO or Talent Management to facilitate focus groups with faculty to address concerns and provide training as needed i.e.: multicultural, diversity training etc.

Conclusion

After reviewing the analysis and recommendations of the Climate Survey provided by the DEO, the members of the DAW remain committed to finding ways of making the CoTA a place of inclusiveness, dignity, and respect; and it will continue to create climate surveys to make sure the voices of all faculty and staff are being heard. The DAW plans to continue efforts to bolster the participation of faculty and staff in addressing diversity issues through mentoring programs, workshops aimed at raising awareness of diversity and its needs, and celebrating how our diversity is reflected throughout our College programs and community.