

## **Diversity, Equity, and Inclusion Strategic Plan for GSPIA**

### **Our Commitment to Diversity**

The Graduate School of Public and International Affairs (GSPIA) is committed to helping realize the vision of a more equitable and inclusive society. We embrace the diversity of all members of our community, including those related to race, ethnicity, gender identity, sexual orientation, disabilities, age, religion, political beliefs, socioeconomic status, geographic region, nationality, migrant/immigrant/refugee status, and veteran status. Our goal is a diverse community of faculty, staff, students, and alumni.

With this goal in mind, GSPIA will continually strive to increase the diversity of our faculty and staff; to recruit a more diverse student body, including from all regions of the US and from around the world; to educate members of our community about the value of diversity and inclusiveness in public and international affairs; and to make all feel welcome. Our commitment includes unwavering support for freedom of expression and an environment where robust and civil debate thrives.

### **Leadership**

GSPIA will strive for leadership for diversity, equity, and inclusion by:

- Continuing to make diversity and inclusion a key consideration in appointment to all leadership positions in our school.
- Continuing to appoint a Diversity Committee to head our efforts to improve the climate within GSPIA and to publicize campus-wide diversity and inclusion initiatives.
- Engaging on diversity issues with key stakeholders, including our Board of Visitors, employers, and our extensive alumni network.
- Collaborating with other policy schools through national organizations such as the University Leadership Council on Diversity and Inclusion in International Affairs to enhance the focus on diversity and inclusion in education for public and international affairs.

### **Capacity**

GSPIA seeks to increase the capacity of leadership, faculty, and staff to promote diversity by:

- Offering School-specific diversity and inclusion training and workshop programs and promoting student-led initiatives.
- Encouraging leadership, faculty, and staff to participate in campus-wide diversity training programs such as the Diversity and Inclusion Certificate Program (DICP); a section of the Faculty Activity Report (FAR) will enable faculty to list their activities intended to enhance diversity and inclusion.

- Supporting faculty, staff, and students to attend conferences that focus on issues of diversity and inclusion and to present work on diversity-related topics at key public policy conferences such as NASPAA and APPAM.
- Identifying and publicizing University resources to support students with disabilities.

### **Climate**

GSPIA will promote an inclusive and welcoming learning environment and workplace by:

- Ensuring that GSPIA-sponsored events represent a diversity of voices.
- Demonstrating our ongoing commitment to the principle of academic freedom.
- Periodically surveying students, faculty, and staff to understand their perceptions of GSPIA's climate with respect to diversity, equity, and inclusiveness.
- Engaging underrepresented and vulnerable communities through local, regional, and national outreach.
- Providing students with clear guidance regarding the location of gender-neutral bathrooms, lactation rooms, and quiet spaces for students.

### **Faculty/Staff Recruitment and Retention**

GSPIA will recruit and retain a diverse faculty and staff by:

- Emphasizing GSPIA's embrace of diversity and inclusion on our website, in all search materials, and physically in our common spaces.
- Actively considering diversity not only in hiring core faculty, but also adjuncts and, when possible, advertising adjunct positions broadly to ensure a diverse applicant pool.
- Continuing to assure that search committees review and discuss the guidelines and recommendations for searches prepared by the Office of Diversity and Inclusion prior to finalizing job descriptions.
- Continuing to assure that search committees for faculty and staff positions are diverse in terms of gender and underrepresented minorities.
- Encouraging faculty to identify proactively candidates who would add to GSPIA's diversity.
- Recognizing that quantitative and qualitative evaluations are often biased by gender and race and developing alternative assessment criteria to address these biases.

### **Research and Scholarship**

GSPIA will promote research and scholarship on race, ethnicity, class, gender, inequality, and other dimensions of diversity by:

- Encouraging and publicizing faculty and student research related to diversity and inclusion.
- Encouraging collaboration between GSPIA and other academic units to address diversity-related issues from an interdisciplinary perspective.

- Using the Roscoe Robinson Jr. Memorial Lecture Series on Diversity and Public Service as a forum for discussion of research by GSPIA and External Faculty.

### **Student Recruitment and Retention**

GSPIA will recruit, retain, and graduate a diverse student body by:

- Projecting our embrace of diversity in all our publicly available materials.
- Continuing to recruit actively from Historically Black Colleges and Universities, Hispanic-Service Institutions, and around the world.
- Continuing to support student organizations devoted to diversity and inclusiveness.
- Continuing to publicize information about scholarship and funding opportunities for underrepresented minority students and students of color.
- Continuing to provide all students, including international students and first generation graduate students, with workshops that address challenges that may affect their success in graduate school.
- Engaging multicultural alumni as mentors.

### **Pedagogy**

GSPIA will provide students with the education necessary to succeed in a multicultural, global, and interconnected world by:

- Encouraging faculty to integrate a diversity of topics and ideas into their syllabi, especially those topics and ideas relevant to underrepresented groups in society.
- Diversifying the content of our syllabi by including more readings and material from people of color and women and other underrepresented groups.
- Encouraging faculty to include on their syllabi clear statements regarding sexual harassment, accommodations for students with disabilities, the use of preferred personal pronouns, and academic freedom.
- Offering courses that deal explicitly with diversity and inclusion.
- Continuing to provide a climate where students feel comfortable expressing diverse ideas, even ones that may not be popular or may be controversial.
- Encouraging greater diversity of enrollment in technical courses through Math Camp and academic advising.
- Ensuring our evaluations of faculty include opportunities for students to comment on the extent to which their courses address issues of diversity and inclusion where relevant to the course content.

### **Campus and Community Engagement (NOTE: Added by dean after CEC was hired)**

GSPIA will promote and engage in campus and community efforts to promote diversity and inclusion by:

- Employing a GSPIA Community Engagement Coordinator to head efforts to bring underrepresented minority leaders from the community to our School as guest lecturers,

to host conferences and workshops devoted to issues of equity and diversity, and to encourage faculty, staff and students to develop activities at Pitt's Community Engagement Centers.

- Provide opportunities for community members to enhance their leadership skills through events offered by the Johnson Institute for Responsible Leadership and the Frances Hesselbein Leadership Forum.