MONTCLAIR STATE
UNIVERSITY

College of Education and Human Services
Department of Family Science and Human Development

2020-2024 FSHD Strategic Plan:
Social Justice, Equity, Diversity & Inclusion
Adopted 12-01-2021, Last Actions Update June 2022

Our Commitments	Strategies/Actions	Target Date	Achieved	Actions
We will be inclusive and transparent in our commitment to antiracism, social justice, equity, and inclusion as community.	Develop a broad departmental statement on social justice, equity, and inclusion that makes visible the myriad oppressions and inequalities that exist (e.g., those based on age, ability, bodies, class, family structures, gender, Indigenous status, sexuality, religion, immigration status). This statement will be dynamic and fluid.	Spring 2022		Moved to early Fall 2022
	Develop and disseminate a departmental statement on social justice, equity, and inclusion with a focus on race and racism as well as additional statements as indicated.	Fall 2020 and ongoing	Fall 2020 and ongoing	Statements are posted on the FSHD website: race/racism generally, Anti-Asian racism, and Ukraine war.
	Assess departmental policies and practices for justice and inclusion.	Summer 2024		Ongoing, staged A new procedure was developed and adopted that details the development of social justice statements and resource collection development. An existing tool was procured and attended a session on its use/application.
	Assess department materials (e.g., website, marketing materials, brochures, visuals around the office and in the building) for justice and inclusion.	Spring 2022	Spring 2022	Developed infographics, Summer and Fall 2021 A plan was developed to update departmental materials that will be implemented beginning Fall 2022

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	Adjust departmental materials to be more inclusive.	Fall 2022		Updates to the FSHD website began Fall 2021/Spring 2022, including a new page devoted to social justice initiatives Monthly newsletter is intentionally inclusive and often thematic.
	Regular social media posts (at least one per week) and departmental communications (monthly newsletters) related to justice and antiracism.	Ongoing		Ongoing
	Empower diverse voices from our FSHD community, including our current and former students, staff, and faculty and give these voices space in a shared governance system. For example, we will establish our first Social Justice Advisory Board which will consist of current and former undergraduate and graduate students and community members, hold regular town hall listening sessions for stakeholders, and engage our student groups (MSCFR, KON).	Fall 2020	Fall 2020	A 13-member Advisory Board was appointed and began meeting in Spring 2021. Welcomed a new undergraduate student member Spring 2022
	Elect an FSHD faculty member to serve as our first Associate Chair for Social Justice Initiatives, who will be tasked with planning, organizing, and supporting social justice work in the department.	Fall 2020	Fall 2020	Dr. Brad van Eeden-Moorefield was named the first Associate Chair.
We will deepen our understanding of social justice, equity, and inclusion.	We will collaborate with the Office of Social Justice and Diversity and other departments and offices to establish training and professional development opportunities for students, staff, and faculty.	Ongoing		Initial conversations held with GSWS Fall 2021 FSHD representative added to faculty handbook and hiring committees to add an equity and justice lens to those update efforts, including training opportunities FSHD representation on CEHS institutional climate committee to enhance anti-racist and equity work, including training opportunities, across the college

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	Departmental programming (offer at least one program per semester that is relevant and meaningful for faculty, staff, PhD students, and undergraduate students). This could be something like a colloquium that is on social justice and open to all or a JEDI nights series (Justice, Equity, Diversity, Inclusion).	Ongoing		Developing and Fostering Ally and Accomplice Action (Urban Moderated for SSHD) Dec. 2021 Antiracism and equity tool initially shared with regular and adjunct faculty Fall 2021 Monthly colloquia focused on gender offered, 2021-22 Antiracism and pedagogy session offered 1/12/22
	Faculty and staff will use time during at least two department or outside meetings to engage in reflexivity as a means to deepen understanding and empathy of our own diversity.	Ongoing		Reflexive Sessions held 12/3/21, 12/15/21, 3/25/22, 5/02/22
We will strengthen our social justice impact by being agents of change.	Assess curriculum/courses for justice and inclusion.	Spring 2022	Spring 2022	Assessment tool developed Fall 2021 Assessment completed Spring 2022
	Develop a curriculum enhancement plan based on the assessment findings and informed by the advisory board that enhances training in social justice, equity, and inclusion.	Fall 2022		
	We will conduct a needs assessment of our students to better understand ways in which FSHD can strengthen the educational pipeline that better serves the diversity and inclusion needs of our students.	Fall 2022		Focus group held 12/7/21 with new students Gather student retention and graduation data and analyzed it by race to identify areas of strength and potential disparities. Established an anonymous, ongoing feedback and suggestion system.

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				Student townhalls offered each semester, 5/6/21, 5/13/21, 11/10/21, 4/26/22
	Revise department policies and practices to be more just.	Fall 2024		Ongoing, staged
	We will identify at least two new direct ways for our efforts to have community impact.	Fall 2023		Winter accessories drive for new refugees and immigrants in NJ, Fall 2021 Testing a new internship model with Project COPE, Spring 2022 and ongoing
	We will build a social justice coalition across campus to better affect social change.	Spring 2023		Initial conversations held with GSWS Fall 2021 Faculty from three other departments/programs added to the FSHD PhD Program Faculty

All FSHD students, staff, faculty, adjuncts, and the Social Justice Advisory Board were given opportunities to influence the development of this strategic plan.

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