

## 2020-2024 FSHD Strategic Plan: Social Justice, Equity, Diversity & Inclusion

*Adopted 12-01-2021, Last Actions Update May 2023*

Our Commitments	Strategies/Actions	Target Date	Achieved	Actions
<p><i><b>We will be inclusive and transparent in our commitment to antiracism, social justice, equity, and inclusion as community.</b></i></p>	<p>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.</p>	Spring 2022	Summer 2023 (tent.)	Currently incorporating feedback on the draft statement from the FSHD community with the intent to vote on a final draft June 7 <sup>th</sup> .
	<p>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.</p>	Fall 2020 and ongoing	Fall 2020 and ongoing	Statements are posted on the FSHD website: race/racism generally, Anti-Asian racism, and Ukraine war.
	<p>Assess departmental policies and practices for justice and inclusion.</p>	Summer 2024	In progress	<p>Ongoing, staged</p> <p>A new procedure was developed and adopted that details the development of social justice statements and resource collection development.</p> <p>An existing tool was procured and attended a session on its use/application.</p> <p>The first department policies and procedures to be assessed and revised have been identified as of</p>

				Spring 2023. Background data gathering is occurring.
	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
	Adjust departmental materials to be more inclusive.	Fall 2022	In progress	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.  Additional new materials are being developed now. This initiative was delayed from Fall 2022 because of the need to redo all materials for the move to the new college.
	Regular social media posts (at least one per week) and departmental communications (monthly newsletters) related to justice and antiracism.	Ongoing	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 Sp '22

	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.
<i>We will deepen our understanding of social justice, equity, and inclusion.</i>	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	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  Additional collaborative conversations occurred and were expanded
	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	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, 2021-2022  Antiracism and pedagogy session offered, 1/12/22

				<p>Additional antiracism pedagogy sessions offered Fall 2022.</p> <p>Multiple colloquia occurred during 22-23 that incorporated social justice perspectives.</p>
	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		<p>Reflexive Sessions held 12/3/21, 12/15/21, 3/25/22, 5/02/22</p> <p>Antiracism discussions and programming occurred at all but one department meeting during 22-23.</p>
<b><i>We will strengthen our social justice impact by being agents of change.</i></b>	Assess curriculum/courses for justice and inclusion.	Spring 2022	Spring 2022	<p>Assessment tool developed Fall 2021</p> <p>Assessment completed Spring 2022</p>
	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	Fall 2022 and cont.	This was done as part of several larger curriculum updates and is also continuing into Fall 2023.
	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	Fall 2022	<p>Focus group held 12/7/21 with new students</p> <p>Gather student retention and graduation data and analyzed it by race to identify areas of strength and potential disparities.</p> <p>Established an anonymous, ongoing feedback and suggestion system.</p> <p>Student townhalls offered each semester, 5/6/21, 5/13/21, 11/10/21, 4/26/22</p>
	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		<ul style="list-style-type: none"> <li>-Winter accessories drive for new refugees and immigrants in NJ, Fall 2021</li> <li>- Testing a new internship model with Project COPE, Sp 22 and ongoing</li> </ul>
	We will build a social justice coalition across campus to better affect social change.	Spring 2023	Spring 2023 and on going	<ul style="list-style-type: none"> <li>Initial conversations held with GSWS Fall 2021</li> <li>Faculty from three other departments/programs added to the PhD Program Faculty</li> <li>Additional collaborations were and are being developed, especially several related to some new curriculum work.</li> </ul>

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