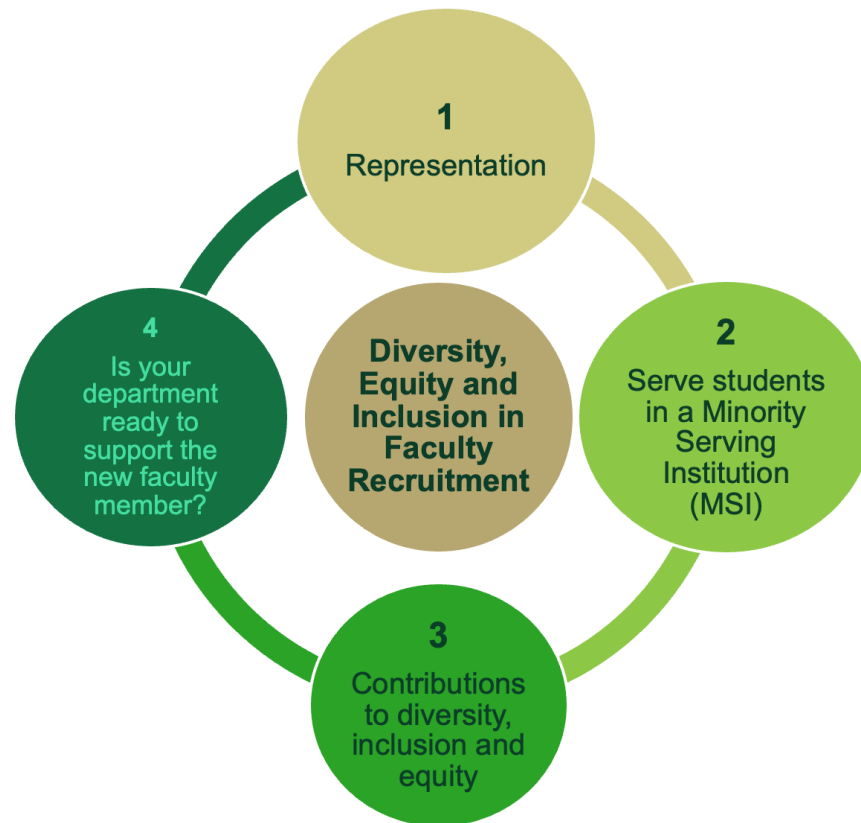


Faculty Diversity: What does it mean for your academic department?

Diversity: We encourage an intersectional perspective of diversity where race, class gender, socioeconomic status, ability, sexual orientation and expression, as well as other cultural aspects of identity “intersect” with one another and overlap (Kimberlé Crenshaw).

Equity: Actions taken to ensure inclusive access to resources, opportunities, and to experiences; recognizes that systemic barriers & advantages exist

Inclusion: When each person feels like they are respected, that they belong, and they are safe & encouraged to make unique contributions.



<p>1. REPRESENTATION</p> <p>Our institutional data reveals a mismatch between student and faculty representation regarding race/ethnicity, gender and first-generation status. Review data on how your department's faculty and student representation align here: Enrollment Dashboard Sacramento State (csus.edu)</p> <p>Several studies suggest that there is a significant strong positive relationship between graduation, transfer, and retention rates for underrepresented minority students when there are increases in faculty diversity.</p> <p>Contributions that diversify and complement existing department strengths can include representational diversity.</p>	<p>2. SERVE OUR STUDENTS (We are an MSI)</p> <p>We encourage departments to think about how a new hire would bring lived experiences, attitudes, and approaches that would positively contribute to the academic success of our diverse students. This might include addressing how faculty will impact graduation rates, inclusive, and accessible classroom environments, lower DFW rates, etc. This would include centering pedagogical approaches that promote inclusive and equitable practices that foster student inclusion, belonging, growth mindset, and accessibility. Review “Core Principles of Inclusive Teaching” and “Practices of Inclusive Excellence into the Higher Education Classroom” resources.</p> <p>Contributions that diversity and complement existing strengths can include diversity of experience, curricular diversity and cultural responsiveness.</p>
<p>3. EXPAND YOUR DEPARTMENT AND CENTER EQUITY AND INCLUSION</p> <p>We encourage departments to think about how a new hire would bring lived experiences, attitudes, and approaches that complement the department, program, and college's strengths in as many areas as possible. This might include information on expectations related to candidates contributing to equitable decision making, developing diverse forms of knowledge, approaches to teaching, scholarship and service that center the inclusion and belonging of groups with diverse experiences and backgrounds; and by strengthening relationships with diverse communities on and off campus.</p>	<p>4. IS YOUR DEPARTMENT READY?</p> <p>We want to make sure that our new faculty arrive to departmental environments that are welcoming and will proactively foster their professional success, their inclusion, their equitable participation, and their sense of belonging while feeling supported. As you prepare to diversify your faculty, you may want to think want how your department is currently promoting faculty success, inclusion and belonging; how you highlight the areas of your department's RTP process and how you foster inclusive faculty environments to ensure that the new faculty member feels like they can have a fruitful and thriving career at Sac State.</p>

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