

CSAD Department Preliminary Department Inclusion, Equity, and Anti-Racism Action Plan: Goals and Benchmarks – 9/21/20 Updates

In adhering to our commitment to transparent communication, the Department of Communication Sciences and Disorders (CSAD) would like to share the most recent updates to our Preliminary Action Plan for Inclusion, Equity, and Anti-Racism. This update can be found on our [website](#). The green column contains new information about the August, 2020 baselines and benchmarks. Our next benchmark data point will be January, 2021 at Faculty Retreat.

Further feedback and suggestions may be submitted to the Department Email at csd-department@csus.edu.

Item	CSAD Department Action Plan	Baseline (8/2020)	Baseline Data (9/21/20)	Next Benchmark (1/2021)
1	Faculty to meet and consult with Dr. Diana Tate Vermeire, CSUS, <i>Division for Inclusive Excellence</i> .	FT faculty to meet with Dr. Diana Tate-Vermeire on 7/1/2020	FT faculty met with Dr. Diana Tate-Vermeire twice, on 7/1/2020 and 8/27/2020 to review action plan and IDARE interest form.	FT faculty continues to communicate with CSUS Division for Inclusive Excellence
2	Development of IDARE Agents of Change Committee (<i>IDARE stands for inclusion, diversity, anti-racism, and equity</i>) to meet biannually and/or as needed for the purpose of fostering a safe environment to express concerns/issues related to bias and racism.	In consultation with Division for Inclusive Excellence, establish, identify & invite members for IDARE Committee; IDARE to develop a process for student & alumni feedback (<i>Note: the CSAD Department and IDARE will follow university policy relating to President Nelson's Action Plan #8, to</i>	IDARE interest form was developed; opened on 8/31/20, and closed on 9/9/20. Twenty-nine stakeholders expressed interest. Dr. Aishah Patterson will serve as Chair of the IDARE committee.	IDARE meets to write a mission statement, identifies goals. An initial feedback process will have been implemented by IDARE and any received feedback is reviewed by IDARE

		<i>track and report instances of racism and bias on campus.)</i>		
3	Review all curricula for bias; increase content in the area of racial disparities in healthcare & education; review textbook selections.	Faculty Curriculum Committee identifies process of review & sets annual goals	Faculty Curriculum Committee, chaired by Dr. Heather Thompson, met on 7/16/20 and 7/29/20 to review each undergraduate course and suggest modifications. Curriculum committee will need to meet to address graduate courses.	All Spring and Summer 2021 courses are reviewed & revised, as needed
4	Review graduate and SLPA admission criteria.	Graduate and SLPA Admissions Committees meet	Dr. Darla Hagge, chair of the Admissions Committee, consulted with Office of Graduate Studies on 8/13/20 re: GRE, video essays, and holistic review. SLPA criteria will be changing to align with ASHA 2020 SLPA certification requirements.	Faculty to review graduate and SLPA admission criteria through paradigm of faculty's new training; any/all revisions are in place
5	All full- and part-time faculty members to complete on-campus and/or online training in areas of anti-racism, diversity, inclusion, cultural humility and equity that are taught/facilitated by outside speakers.	Identify completed trainings for each faculty member (<i>e.g., Safe Zone, Dreamer Ally; Affirmative Action/Equal Opportunity Recruitment</i>); Identify further trainings in areas of need	Full-time (FT) faculty submitted all relevant trainings for the past five years. Themes included: All FT attended at least one anti-racism training over the summer. All FT also attended SSWD "It Takes a Village" Workshop in August 2020. 5 FT faculty have attended AA/EOR training in the past 3 years. 5 attended "Anti-Racism in CSD Education" training in August 2020. Part time faculty will attend workshops per Action Item #6.	Each full time faculty member completes at least one additional training by 1/21
6	Faculty Professional Development Workshops by outside speakers to focus on racial disparities, cultural humility, and/or anti-racist pedagogy.	In consultation with ASHA's <i>Office of Multicultural Affairs</i> & Director Dr. Vicki Deal-Williams & CSHA's <i>The Board Diversity & Inclusion Committee</i> , identify potential speakers	FT faculty have identified potential speakers for the 2020-2021 academic year. Dr. Robert Pieretti is seeking potential funding for these speakers. One training will be scheduled for Faculty Retreat in January 2021 so that PT faculty will be in attendance.	Faculty has hosted and attended one workshop by 1/21

7	7) Faculty available for additional collaboration, guidance, and mentorship to Sac State's NSSLHA in pursuit of their mission relating to diversity, cultural competency, & cultural humility.	Meet & plan with 2020-2021 NSSLHA Board to add an additional faculty mentor	Dr. Tonia Davis joined Dr. Heather Thompson as faculty advisor.	Benchmarks to be determined with the NSSLHA Board
8	(NEW) In compliance with the current CSU-wide hiring freeze, engagement in intentional search processes for applicants from diverse backgrounds for any approved faculty and staff positions.	Added July 2020.	This action item was added in July 2020 in response to stakeholder feedback.	Faculty will update stakeholders on hiring freeze and search procedures.