Departments can begin making strides towards becoming more inclusive by doing some of the following activities that are based on the 6 Point Plan launched this academic year.

**Point 1: Partnership**

- Identify what partnerships are needed to support new and current faculty.
- Identify faculty with connections to diverse organizations.
- Create recruitment plans that focus on the recruitment of a diverse candidate pool.

**Point 2: Research**

- Encourage faculty to apply for equity based and diversity related grants.
- Identify institutions and organizations that value diversity and determine how your department can partner with these institutions.

**Point 3: College Initiatives**

- Create a diversity statement for your department that compliments your college’s statement.
- Review existing coursework to develop new activities to advance the focus on multicultural competence and racial and social justice.
- Design a recruitment plan by identifying and forming partnerships with minority serving institutions to form a pipeline of diverse faculty into the department.
- Encourage faculty to participate in search committee training and implicit bias training.
Point 4: Course Activities

- Encourage faculty to use resources from the Center for Faculty Development to add a multicultural focus to their course activities.
- Review coursework to potentially revise courses to include multicultural voices, perspectives, experiences and activities.

Point 5: Professional Learning

- Encourage faculty to attend and participate in events organized by the Office of Faculty Diversity & Retention.
- Encourage faculty to complete the Diversity and Inclusion Certificate.
- Have faculty join the Office of Faculty Diversity and Retention Blackboard Organization to participate in conversations on diversity.
- Open a dialogue within the department to learn what faculty believe the department should do to encourage diversity.
- Create a faculty driven inclusion focused initiative to build awareness of your department’s value of diversity and inclusion.
- Listen to what students are saying to meet the needs of the diverse student population.

Point 6: Town Halls

- Urge faculty to attend Town Halls and Diverse Conversations hosted by Provost Agho.