

# FACULTY DIVERSITY ACTION PLAN TEMPLATE

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*Diversity, and the variety of experiences, values, and perspectives that arise from wide array of differences of culture and circumstance, is an essential driver for our outstanding research, teaching, scholarship, and public works. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status and geographic region, and more.*

*We must always strive to collectively grow and sustain a safe and inclusive environment that values all members of the Johns Hopkins University Community. This Action Plan is designed to provide to assist in focusing efforts on areas most in need of improvement.*

## **Instructions:**

Each Division is asked to complete Parts I-III below, on an annual basis. As you achieve divisional milestones, these data will assist Divisions and the University as a whole, in measuring our progress in increasing diversity, and cultivating a nurturing, creative and inclusive environment.

While it is within the discretion of divisional leadership to determine the scope and contents of the Action Plan, we encourage an inclusive approach, with a diversity of input that engages a broad cross-section of your faculty community.

## **Submission Deadlines:**

Draft Action Plan Due to Provost Office: **Friday, January 29, 2016**  
Provost Office Feedback Due to Division: **Friday, February 12, 2016**  
Final Action Plan Due to Provost Office: **Friday, March 4, 2016**

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## **PART I: DIVISIONAL SELF-ASSESSMENT**

*Please provide a candid assessment of the current state of diversity within the division, including the climate for diverse scholars.*

- A. Describe previous departmental efforts to increase faculty diversity and to create an inclusive environment.
  - B. Provide data and metrics regarding current faculty diversity within the division, by department (as applicable). Include information regarding all ladder, and non-ladder rank faculty positions.
  - C. Discuss any recent or historical challenges to diversity, esp. in the areas of recruitment, retention. Provide detail regarding those departments or units requiring special attention.
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## **PART II: DIVISIONAL GOALS**

*Please list general and specific goals to increase diversity and inclusion within the division for the next three-years. Include those goals which are clearly achievable, as well as "stretch" goals that will require additional creativity planning and resources.*

- A. Year-One Goals
  - B. Year-Two Goals
  - C. Year-Three Goals
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### **PART III: DIVISIONAL STRATEGIES TO ACHIEVE FACULTY DIVERSITY GOALS**

*For each of the goals identified in Part II, above, please describe the strategies that will be used to accomplish the same. Include information about the person(s)/group responsible for achieving the goal, assessment criteria, and deadline for completion.*

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#### **Prepared by:**

\_\_\_\_\_  
Printed Name

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Title/Division

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Email/Phone

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Date completed

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#### **Reviewed/Accepted by:**

\_\_\_\_\_  
Dean

\_\_\_\_\_  
Date

\_\_\_\_\_  
Provost

\_\_\_\_\_  
Date

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

#### **Distribution:**

President

Provost

Divisional Dean

Office for Institutional Equity