

Anthropology IDEA: Inclusion, Diversity, Equity, and Anti-bias Steering Committee

DRAFT ACTION PLAN

Revised 9/2020. This is a working document that will continue to be updated with the goal of having a formal action plan and permanent committee by the end of the calendar year 2020-2021. Many items are still problems or goals under development or proposals that are under consideration. We welcome additions to the plan.

Immediate Goal: Educate ourselves and our community.

- (1) Post departmental statement against racism and initiate IDEA committee (completed 6/2020)
- (2) Conduct formal training for all faculty, staff, and graduate students
 - ADVANCE Student Experience Project training (completed 8/2020 and materials disseminated)
 - Implicit bias training
 - Prepare abridged training materials for TAs
- (3) Conduct fact-finding activities about departmental climate and impediments to diversity
 - Departmental climate survey (completed, report released 9/9/2020). Follow up with listening sessions with students.
 - Assess success rates (e.g., funding, graduation rates) for underrepresented groups
- (4) Provide better information for students and community on issues related to IDEA
 - Create resource list for scholarships and programs in Anthro and at UNM that fund and support students from underrepresented groups (completed 7/2020, posted to website)
 - Create FAQ to assist in navigating resources and reporting processes for discrimination and harassment (completed 8/2020, posted to website)
- (5) Prepared educational resources on how anthropologists study race, racism, social inequality and related issues

Medium-term (2020-2022) Goal: Promote inclusivity and equity and address discrimination. Focus on making necessary policy and organizational changes.

- (1) Develop mechanisms for representation of graduate student to faculty and improve communication
 - Consult with leadership of AGSU and Advancing Women in Science (liaison appointed 8/2020)
 - Open meeting with graduate students to solicit suggests for IDEA action plan (scheduled for 9/18/2020)
 - Chair to meet students for presentation on common departmental policies and procedures (e.g., re: funding)
 - Faculty to evaluate plans for student representation in faculty meetings
 - Reform graduate advisor role to promote student well-being and community

(2) Improve “community” in the department

- Establish departmental Twitter, YouTube, and Facebook accounts (pending 9/2020)
- Revamp colloquium series to increase representation and promote interaction (new series begun 9/4/2020)
 - New time slot that is easier for people to attend
 - More frequent use of timeslot
 - Post-colloquium events
 - Grad student “welcome home” events (first to be held (9/11/2020)
 - Represent diverse scholarship and community engagement in choice of speakers
 - Better promotion to increase engagement
- Create a welcoming community space for undergraduate students

(3) Reform teaching strategies to create a more welcoming and inclusive learning environment

- Implement diversity self-evaluation in milestone and annual reviews of faculty
- Develop recommendations for inclusive teaching practices
- Workshop on teaching strategies and learning experiences of Native American students
- Conduct subfield by subfield evaluation of potential impediments to enrollment and success for students from underrepresented groups. Evaluate revisions to curriculum.

(4) Investment in graduate student professionalization and well-being

- Implement department-wide professionalization course for first-year graduate students (pending 9/2020): will be organized by AGSU and supported by faculty guest visits
- Assemble profiles of graduate alumni with diverse career trajectories. Use the information to recognize student success and learn about training strengths/weaknesses.
- Provide templates for graduate student-advisor agreements
- Evaluate proposal to include broader impacts plan (following NSF guidelines) as a part of PhD proposal defense
- Evaluate funding disparities among graduate students and implement improved feedback mechanisms

(5) Leverage a key strength in anthropology by creating exhibits with goals of combating racism and/or promoting belonging

- Create one or more infographics that use anthropology-specific knowledge to address misconceptions related to race, human diversity
- Use hallway/classroom spaces as exhibit spaces to promote belonging

(6) Use our academic programs to address racism, social inequality, and diversity

- Implement regular coursework on human diversity or social inequality
- Integrate relevant module(s) on racism, human diversity, or social inequality into each introductory course
- Integrate IDEA into course and program assessments

- Develop one or more Spanish language courses

Long-term Goal: Increase diversity in representation at all levels to approximate the populations that these groups represent.

- (1) Increase diversity among faculty. Goal is for faculty to represent diversity of the country.
 - Mandatory inclusive bias training (via ADVANCE) for all members of search committee each time a search is conducted
 - Develop a plan for target of opportunity hires
 - Self-study on inclusive hiring practices (using guidance from ADVANCE and other)
 - Development of hiring plan in consideration of how wording/specificity of job ads affects applications from candidates from diverse backgrounds
 - Increase inclusion of adjuncts/postdocs and/or create joint appointments with other UNM faculty from underrepresented groups
- (2) Increase diversity among graduate students. Goal is for students to represent diversity of the country.
 - Revise strategies for graduate student recruitment, particularly from other institutions serving nationally underrepresented groups.
 - Evaluate proposal to eliminate GRE requirement (requirement waived for Fall 2021 admissions due to COVID19-related hardships)
 - Evaluate proposal to implement dual-advisement
- (3) Attract more students from underrepresented groups to our undergraduate program and improve their probability of success
 - In collaboration with Advancing Women in Science, sponsor Zoom discussions with undergrad alums that represent diverse achievement (pending 8/2020)
 - Evaluate how course offerings/titles/descriptions meet needs of underrepresented groups
 - Develop more active system for recruiting students into honors program
 - Increase engagement/recruitment for Mellon Mays and McNair Fellowship Programs
 - Evaluate potential mechanisms to provide bridge funding for students between UG and graduate school