

## UO Department of Philosophy, Diversity Action Plan

(June 2020)

### **Goals**

- A. Increase enrolment and success of minority and non-traditional students at the undergraduate (including both majors and minors) and graduate levels.
- B. Support current minority and non-traditional students who are already part of the program.
- C. Create a broad understanding that subjects of diversity in philosophy are an integral part of the academic discipline.
- D. Support good working relations between faculty and staff.

### **Strategies**

- A. Create and support climate, curriculum, and extra-curricular activities and events, which are positive toward diversity.
- B. Discover and develop specific disciplinary reflection on how subjects of diversity are now an integral part of academic philosophy by adding to existing course curricula and creating new courses.
- C. Take seriously and stay attuned to the concerns of diverse students, staff, and faculty.
- D. Create channels for communication and have mechanisms in place for dealing with crises.

### **Tactics (& Resources)**

- A. Advertise relevant talks and events on a section of the Department website dedicated to diversity, which will include a diversity welcoming statement.
- B. Implement a pilot program for a Diversity Focus for our graduate and undergraduate students. Please see attached program description. The Funded by UO DEI.
- C. Create mechanisms for criticism and accountability, through dialogue and anonymous feedback and complaint procedures.
- D. Maintain an explicit focus on diversity as one dimension of assessment for graduate student admissions and recruitment, as well as for faculty hires.
- E. The Department of Philosophy is a chapter of “Minorities and Philosophy” (MAP, <http://www.mapforthe-gap.com/chapters.html> )

### **Assessment:**

- A. and D. Increase in enrolment of minority and non-traditional students.
- B. Success of Diversity Focus pilot program measure by enrolment in it, which will be tracked by the Diversity Focus advisor.
- C. Positive annual student, staff, and faculty Feedback.

**Timeline:**

Tactic (A) partially implemented, all lectures are advertised on our web site; the statement on diversity may be found under “Diversity and Inclusion in the University of Oregon Philosophy Department” (<https://philosophy.uoregon.edu/diversity/>) Tactic (B) Pilot began in 2018.

Tactic (C) to be implemented.

Tactic (D) is already in place and will continue.

Tactic (E) is already in place and will continue.

**Lead Personnel:**

Diversity Committee 2020-2021: Professor Bonnie Mann (Chair), Professor Alejandro Vallega; Dr. Camisha Russel. student representatives – TBA.

