



Annual Diversity, Equity & Inclusion Report

2022–2023

SCHOOL OF JOURNALISM & MASS COMMUNICATION



The School of Journalism & Mass Communication thinks of diversity broadly, and our goal is to ensure that our School represents a range of different backgrounds, identities and perspectives, including race, ethnicity, gender, sexuality, socioeconomic status, religion, physical abilities, age, and political beliefs. Today, we are striving to increase the School's diversity along all of these dimensions.. All of our racial, gender, political, ability, and economic diversities are in play with the growing wealth disparities, increasing multiculturalism, and sharp polarization in the state and nation.

Finally, we recognize that our School and all of us do this work while occupying land originally home to the Ho Chunk Nation tribe, which was forced to give up this land in 1832. As such, we respect this sovereign right for Ho Chunk (and the 11 other tribes in Wisconsin) and honor their resiliency.

This report was produced by the SJMC Inclusion Committee in collaboration with our faculty, staff, and students of the School of Journalism & Mass Communication for the year 2022-2023.

Current Diversity of Our Department

Student Data

The school's undergraduate population included 13.1% non-international minority students in Fall 2022, a slight drop from the previous Fall. (The figure for Spring 2023 is 14.8%.) Over the last decade, the share of non-international minority students majoring in our school has hovered between 10% and 15%; the share across the College of Letters & Sciences rose steadily from 15% to 22% over the same period, highlighting a particular challenge for our department. Meanwhile, international students represented 5.1% of undergrads in SJMC in Fall 2022, recovering from a slight decline at the height of the COVID-19 pandemic. We note that of the 170 undergraduate applications to our School in Spring 2023, 30 students self-identify as students of color, so about 18% of our overall applicants for admittance into the major for fall 2023. If all 30 of those students are admitted into our class of 120, we would have an incoming class comprising 25% students of color.

Our graduate programs draw a high share of international students, who accounted for 57.3% of MA and PhD students Fall 2022. That represents a sizable drop from a high point of 66% in Fall 2020, again likely due to the effect of the pandemic on international enrollments. The share of underrepresented minority students in our graduate programs continues to rise, reaching 12% in Fall 2022. Overall, non-international minority students accounted for 14.6% of MA and PhD students in Fall 2022.

Rising enrollments by underrepresented minority students reflect ongoing efforts to diversify our pool of graduate student applicants. In Fall 2022 we enrolled four underrepresented minority students (after admitting six); in 2023, we successfully recruited three underrepresented minority students (of 21 admitted), who will enroll in Fall 2024. We also recruited an increasingly diverse pool of international students.

Faculty Data

As of Spring 2023, the School had 14.5 tenured or tenure-track faculty (down from 21.5 in 2010) with four assistant professors, three associate professors, and 7.5 full professors. In 2022-23 our research faculty included seven women (compared to nine in 2014) and five who reported to be BIPOC (the same number we had in 2014) and one who identifies as LGBTQ+. Next Fall, two additional women of color will join our tenure-track faculty, which will bring the overall proportion of female faculty to 55% next year. For 2022-23 we also had four teaching faculty, all of whom identify as white, two of whom identify as female. In Fall 2023, we will add one more teaching faculty, a white male.

****For these statistics, we used UW's definition of "minority" and its language from the datasets we were required to draw from.*

The SJMC Inclusion Committee: An Overview

In SJMC we endeavor to approach DE&I issues holistically, at every level of our research, teaching, and service, in both our personal and professional lives. We believe the work of DE&I belongs with every student, faculty, and staff member of the School community. We created an SJMC Inclusion Committee in 2015, which meets at least twice a month and often more in response to issues and incidents that arise. In the early years, this was a two-to three-person committee dedicated to training and recruitment of faculty and students. In 2020-2021, we restructured the committee to become one of four major SJMC committees with 8-11 faculty and staff members, including three liaisons to the other committees – Public Engagement, Graduate Committee, and Undergraduate Curriculum – and one-three student representatives elected by their SJMC peers, which fluctuates according to interest. These students receive \$1,000 stipends for their work each year. They have full voting rights and attend all the Inclusion meetings. In 2022-2023, the committee was made up of the following people:

- **Faculty:** Associate Professor Lucas Graves (Co-Chair), Professor Susan Robinson (Co-Chair)
- **Staff:** Administrative Support Rowan Calyx
- **Undergraduate Student Rep:** Could not be filled in 2022-2023
- **Graduate Student Reps:** Tahereh Rahimi and Elohim Monard Rivas
- **Graduate Committee Liaison:** Graduate Program Coordinator Lisa Aarli
- **Undergraduate Committee Liaison:** Teaching Faculty Matt Hermann and Undergraduate Advisor Sandra Kubat
- **Public Engagement Committee Liaison:** Staff Administrator Angelina Stone and Communications Manager Kara Rheingans

Some of the concrete changes we have made since our restructuring in 2020-2021 include:



- Crafted a public departmental statement:
The School of Journalism and Mass Communication has vowed to study and work to change the structural inequalities that vex our university, our communities, and the wider society. Through our daily work as academics and educators we assert our commitment to making this world a safer, more productive, more equitable place for everyone. Inspired by our graduate students and their own commitment to social justice, we take stock of our efforts, review our successes and failures, and revise our priorities as a department every year. We are making steady progress.
- Committed to a persistent budget for DE&I-specific projects each year.
- Committed to an annual SJMC Inclusion Town Hall in May where the SJMC community (faculty, staff, and both graduate and undergraduate students) gather to comment upon the prior year's inclusion efforts and to build our agenda for the following year. Our first one was held in May 2021 on Zoom; subsequent Town Halls have been hybrid events. The third annual SJMC Inclusion Town Hall is scheduled for May 9, 2023.
- Added a new learning objective to our curriculum: "Foster an appreciation of the importance of inclusion, social justice, and bias in media professions and communication research, particularly as they relate to issues of race/ethnicity, class, gender, sexuality, disability and other identities, as well as how these identities interconnect."
- Developed a series of modules for SJMC faculty, staff, and teaching assistants around structural racism that can be readily available in our journalism courses, in order to increase inclusion in communication education.
- Expanded efforts to recruit a diverse student body through increased community relations building and outreach; and continuing our rigorous efforts to hire diverse faculty and staff.
- Hosted regular workshops and speaker series on the relationships between journalism, strategic communication, and research, with structures of power, policing, and the justice system. We pay particular attention to how professional communication can be harnessed to promote equality.
- Organized and/or attended regular (several times a year) social justice training.
- Developed a SJMC reading/media list for students and faculty around social justice. See: <https://researchguides.library.wisc.edu/anti-racism>

**The Agenda SJMC Set in 2021–2022
(and what was accomplished in 2022–2023)**

Agenda Item	Done?	Comments
The Inclusion Committee circulates a list of the DE&I events and training for the year to faculty/staff.	YES	Sent several emails throughout the year with events, both internal to SJMC and alerting people to events such as the UW Diversity Forum and the YWCA Racial Justice Summit
Bolster the buddy system already in place for graduate students.	ONGOING	The Graduate Committee, the Graduate Administrator and our Graduate Students all worked hard on this. DE&I grad student reps are working with the grad admin to 1) host a May 2023 Zoom with incoming students about housing, Madison life, etc. and 2) host a September 2023 "tailgate" social to introduce new students to UW traditions.
Continue the TA training, including more about disabilities, LGBTQ+, etc.	ONGOING	We conducted these in fall for all new TAs, and we will continue to add more content about demographics in addition to race.
Continue the integration of inclusive content across our curriculum, including the addition of cultural relevancy training for our undergraduate students.	ONGOING	We finalized major revisions to J201 and J202 this year. We worked on a midterm check-in for undergraduate students about their relationship to their TA, which included statements about the work that the student was doing to help create a good classroom environment. While this was implemented in J202 this year, other classes will be added next year.
Continue as planned the Biennial Climate Report in Fall 2022, including questions about "feeling nurtured," suggestions on physical spaces for students, and exploring reasons for inconsistent grad student attendance at grad-oriented events.	YES	This survey was revised and fielded in Spring 2023. Results will be analyzed for 2023-2024.
Organize a September-October Q&A session about visas with an international specialist from the grad school.	YES	We worked with International Student Services to host a Q&A session on visas in Fall 2022.
Create a database for international graduate student recruitment.	NO	We were not able to fund a PA this year so this did not get done. It remains on the To-Do List.



Agenda Item	Done?	Comments
Audit the undergraduate admissions process, looking for ways to eliminate potential barriers (such as overemphasis on GPAs) and to integrate inclusive topics, e.g. via personal statements.	ONGOING	Our Undergraduate Admissions Committee has continued to streamline the admissions process. Currently the committee has a survey in the field to understand perceptions of the admissions process and the motivations for applying and not applying. They will implement changes according to those results in 2023-2024.
Target two high schools to visit by the end of 2022. Consider "adopting" a local Madison high school (PA with Inclusion chairs and/or student reps)	ONGOING	Members of SJMC met with a representative of MMSD to learn about MMSD-specific opportunities. We are processing whether it makes sense to continue this line of recruitment, given capacities.
Integrate DE&I framing throughout the search processes for faculty and staff by asking particular questions etc.	YES	This was done in all three searches we had this year, including search members attending WISELI training, utilizing a database for getting the call out to a diverse, broad audience.
Be more proactive about the mechanisms we have to report bias in-house, both for students and faculty and especially for new hires.	YES/NO	In 2022-2023 – the fourth year we have done so – we circulated an anonymous learning tool to the School for reporting problematic issues that happened within our walls. However, the department is currently reviewing procedures for anonymous reporting due to concerns expressed by faculty.

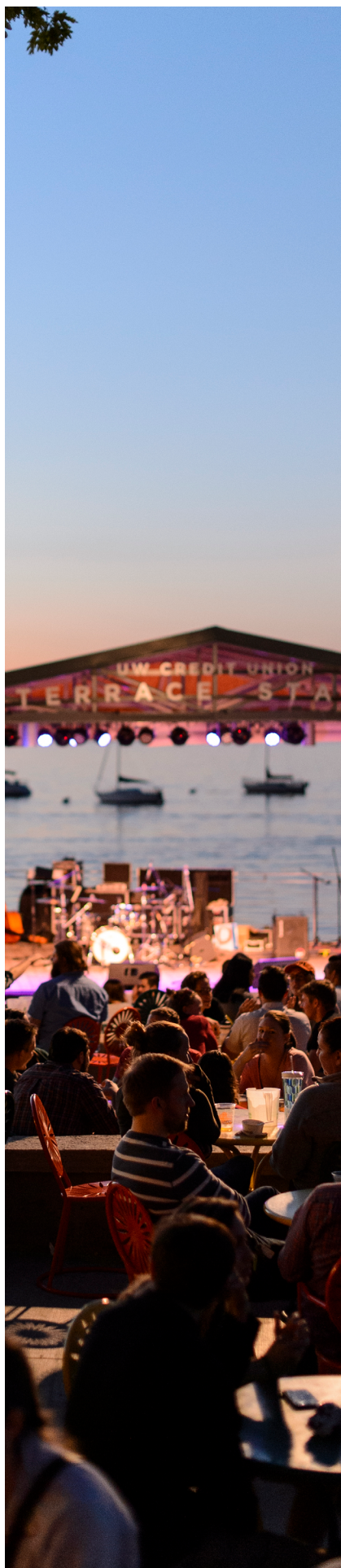
Agenda Item	Done?	Comments
Finish the website changes, including: more inclusive language throughout the site, a dedicated page for DE&I, publication of past SJMC DE&I reports, and a resources page for reporting bias/hate.	YES	Website changes for DE&I language were completed in Fall. SJMC Faculty declined to do an in-house reporting mechanism, preferring to leave in place the formal, named University reporting process.
In September, PA designs and fields a qualtrics survey for grad students asking for input on emerging scholars.	YES	Our grad student reps asked students for input on emerging scholars. We did not get any response.
Televisions in all the common areas tuned to news from different parts of the world.	NO	We did not do this. We are aware that students use the common areas to study and meet in groups for work.
Create a database of alumni of color, disabled, LGBTQ+.	NO	We did not get to this in 2022-2023. This would need a conversation about how to do this in a way that is appropriate.
LONG TERM		
The development of a postdoc program dedicated to those studying underrepresented groups.	NO	We do not have money to do this at the School level currently. However, we did apply – and receive – a fellowship for our incoming race and media professor for her first year.
Help new faculty to create diverse networks across campus.	ONGOING	We have begun this process and will have something in place by the time our new colleagues begin in Fall 2023.
Consider renovating the JRR space to be more of a draw and community space. Suggestions included: coffee/tea machine, music, fewer books and more hang-out spaces, color printer for student use, more equipment for loan, games.	ONGOING	The JRR continues to improve its setting, adding a Keurig machine this year. We will continue to talk about these ideas with the JRR librarian.
Review physical spaces and our own curriculum for accessibility.	NO	We did not have the capacity to do this. This could be a great agenda item for 2023-2024.

2022–2023 SJMC Inclusion Activities

1. Outreach and Recruitment

In 2022–2023, SJMC worked to extend its work, its practice, and its learning outside of the borders of the university's campus. This is not an exhaustive list, but a sampling that reflects the range and breadth of DE&I-related activities during the past year:

- We (specifically Inclusion Committee members Matt Hermann and Elohim Monard Rivas) researched and created a Madison high school writing contest, to be implemented in 2023–2024 as a way to recruit more socioeconomically and demographically diverse students to UW–Madison and to SJMC.



- SJMC Undergraduate Advisor Sandra Kubat met with the Division of Diversity, Equity and Educational Achievement's Advising Group to promote the J-School degree and educate advisors on benefits to their student populations.
- A cohort of SJMC professors met with the coordinator of the Adopt A School program to look for possible synergies and collaborations. We are still researching possible commitments that we have capacity for.
- Because we (SJMC Inclusion Chair Robinson) advise the Black Voice, we speak regularly with first and second years about our program and often help with their applications to the School. This has served as a great vessel for recruitment for the School.
- WSUM General Manager Kelsey Brannan hosted a cohort of high school students for a two-day (16-hour-long) pre-college PEOPLE workshop at the SJMC student radio station focusing on radio broadcasting. Skills taught to students at the WSUM workshop include interviewing, storytelling, mass communication, recording and production techniques, programming equitable content, and more.
- SJMC Inclusion Chair Robinson hosted 50 Madison middle school and high school students from several after-school programs for a short field trip, touring WSUM and WPTV and meeting SJMC students to learn about journalism as a career to help them envision themselves in college.
- SJMC Inclusion Committee worked with three SJMC search committees to attract a large and diverse set of applications for two race and media positions and a Teaching Faculty position for video. Using a (working) database of relevant emails and organization, the calls were marketed to dozens of programs and faculty members who represent broad networks, with many personal pleas sent out. In addition, reps from both search committees underwent WISELI DE&I training for job searches. As a result of these efforts, three faculty members – one white male and two women of color – will begin in the Fall 2023.
- The Director of the MA Professional Master's Program Stacy Forster has been producing a video to highlight the experience of the group of graduating pro-track students, many of whom are part of underrepresented groups.
- SJMC Undergraduate Advisor Sandra Kubat visited our largest Comm B lecture, JOURN 201, to speak to the students about applying to the School both Fall and Spring semesters.
- The Scholarship Committee doled out \$29,500 total in scholarships, including 10 awards to students in targeted minority groups.
- In Fall 2022, members of SJMC Inclusion, Graduate, and Public Engagement committees along with the Communications Manager finalized a revamp of the SJMC website designed to highlight DE&I-related resources and

messaging across the site. Changes included a focus on integrating SJMC's commitment to diversity into the undergraduate and graduate application pages as well as the Director's Letter, the creation of new DE&I pages, and an inclusive audit throughout the site. Now this page also has the past and current SJMC Inclusion Annual Reports: <https://journalism.wisc.edu/about/who-we-are/inclusion-committee/>

- The Graduate Studies Committee has continued to actively recruit a more diverse applicant pool. The incoming cohort of graduate students for 2023-2024 includes: three underrepresented U.S. minority students. The committee recruited five Black West African students to our graduate programs for the first time, adding a new dimension of diversity to our school.
- The Graduate Studies Committee has been diligent about getting our information in front of more diverse audiences. We sent out a recruitment email to 150 McNair scholars and offered fee grants to cover application costs for underrepresented minority students. We participated in the Graduate School Resource Fair last summer. We hosted our virtual open house last fall which was well attended, and several of those students applied and were admitted. We held one-on-one Zoom meetings with top-ranked applicants and invited them to our in-person campus visits day which was well attended and helped us recruit the three underrepresented minority students.
- The School and/or its faculty and staff play a number of advising and consultant roles with both on-campus and off-campus entities. On campus, we advise The Black Voice online magazine for and by Black students. Off-campus, SJMC faculty and staff have worked with a number of nonprofit organizations, including Simpson Street Free Press (a south Madison after-school program for K-12 kids to close achievement gaps), Lussier Community Center's community radio station, and other programs. For example, SJMC Director Hernando Rojas has been a board member for MiWiscosnín, a Latino news nonprofit for Wisconsin, meeting monthly with this organization to provide advice on their enterprise. All of these efforts have also served as a pipeline for our undergraduate and graduate program.

Other efforts that went into effect in past years, continue to aid us in outreach and recruitment. These include:

- In Fall 2020, SJMC Graduate Committee voted to make GRE scores optional for PhD and research MA graduate student applications as well as for the Professional MA. In Fall 2021 we permanently dropped the GRE requirement for our graduate programs, helping to eliminate barriers for admission.
- The SJMC Graduate Committee provides grants to cover the cost of the application fee for underrepresented students with funding from the Graduate School.
- In 2021-2022, the SJMC Inclusion Chair developed a series of modules towards inclusive pedagogy for reporting skills classes.
- In 2020, the SJMC Inclusion Committee created a database for recruiting new faculty members.
- In Summer 2021, SJMC prepped and offered permanent office space in Vilas Hall to The Black Voice to support their work and signal our support for URM students in our program. The organization moved into the office in September 2021.
- In 2021, SJMC Inclusion Committee member Karyn Riddle developed a database of Historically Black colleges and universities and other organizations both on- and off-campus to recruit graduate students. We continue to use (and grow) this database to put out our calls for both graduate and faculty positions.

2. Training for Students and Faculty

The SJMC community strives to consistently professional develop around DE&I. Our faculty, staff, and students not only participate in workshops internally and externally, but also conduct training.



These are some of the efforts we had in 2023-2024:

- Faculty and staff conducted five training sessions for either SJMC or other organizations. For example, Kelsey Brannan, the WSUM General Manager, presented about recruiting BIPOC candidates to radio broadcasting at conferences. The SJMC Inclusion Committee organized three sessions: two mandatory sessions for new teaching assistants and one session on navigating international visas.
- Faculty and staff attended some 11 workshops, panels, and other sessions dedicated to professionally developing around DE&I concepts. Some examples from 2022-2023 were two participating in the YWCA Racial Justice Summit, the UW-Madison Diversity Forum, and a series of DE&I lunchtime talks with the Delta Program. In all, we had 14 faculty and staff (Robinson, Culver, McGarr, Stone, Aarli, Graves, Hermann, Palmer, Garcia-Rivera, Cascio, Christy, Forster, Brannan, Eastman) engaging in some kind of DE&I training this year.
- SJMC Inclusion Committee organized and conducted a field trip to the Chazen Museum's Sifting and Reckoning Exhibit, followed by a talk in SJMC by one of the project directors, Taylor Bailey, in November. About 15-20 SJMC faculty, staff, and students participated.
- SJMC Inclusion Chair Sue Robinson coordinated with a team of three DE&I trainers to conduct an advanced DE&I workshop for faculty and graduate students, but we ran out of time to implement it in 2022-2023. This will be programmed in 2023-2024.

3. Curriculum

- Professor Doug McLeod taught J445 Creative Campaign Messages in both Fall and Spring when students worked in community with county governments on strategic media and communication planning. The course worked with the Outagamie County Mosquito Hill Nature Center as well as Polk County officials and community representatives to spread the Wisconsin Idea into areas of the state whose communities have felt excluded from the university's work.
- Faculty work with Undergraduate Research Scholars every year. This year we had two faculty members mentoring URS students.
- Professor Lindsay Palmer taught for the first time J828: Gender and Sexuality in Media, which has been made a permanent course in SJMC.
- Profs. Sijia Yang and Doug McLeod drafted and included a section on diversity and inclusion in the new proposal for the Certificate in Social Media Analytics.
- SJMC Inclusion member Sue Robinson taught J475 Practicing Communication for Social Change with 19 students as a Community-Based Learning Course, in partnership with the Morgridge Center for Public Center and

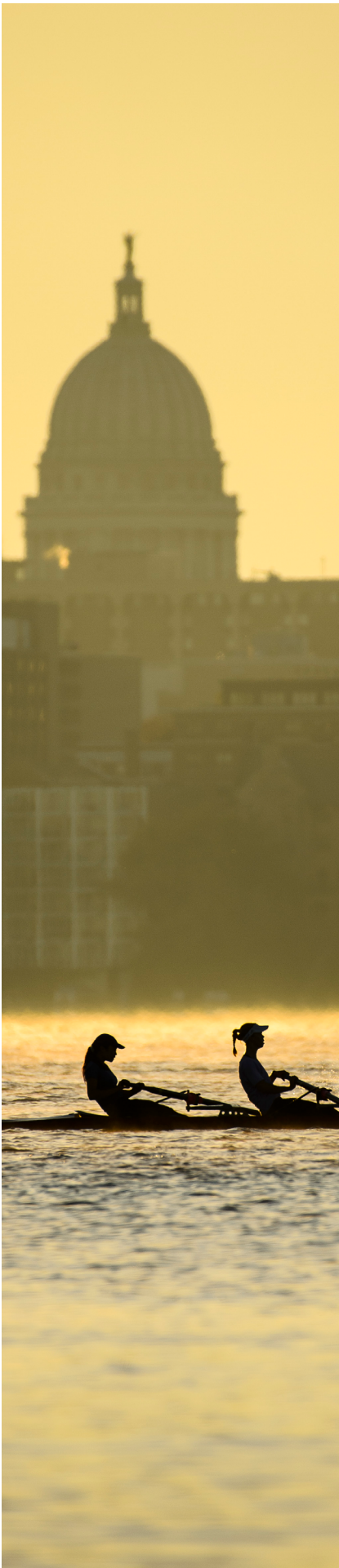
five Madison nonprofits: Urban Triage, Simpson Street Free Press, Cultural Connections, Dear Diary, and Lussier Community Center's community radio station. The UW students trained youth in storytelling skills and otherwise worked with the nonprofit organizations on both journalism and strategic communication skills.

- SJMC Inclusion member Sue Robinson also led a 125-professor network called the Journalism Educator Collaborative in two workshops, one in Fall 2022 and one in Spring 2023, about hosting community conversations, solidarity reporting, and teaching community-based, anti-racist journalism.
- Distinguished Teaching Faculty member Deb Pierce led 22 J464 PR Strategies students to develop and execute a PR campaign for the Madison Area Food Pantry Gardens. One of this nonprofit's core missions is to provide culturally relevant foods to diverse food pantry clients across Dane County, helping address food and nutrition insecurity.
- Professor Hernando Rojas developed a Global Gateway course for underrepresented students.
- In Fall 2020, we began an intense revamp of our two large courses: J201 and J202 in collaboration with our graduate students and instructors, with a DE&I audit. We have spent the last three years implementing those suggestions and have now completed that work. This year, for example, in J202, the instructor (Stacy Forster) added an activity about inclusive storytelling around the following areas:
 - Using AI for inclusion/diversity in marketing, solutions journalism, authenticity in marketing, engagement journalism, auditing advertising/PR campaigns for diversity and inclusion, trauma-informed reporting
 - Cultural awareness/intelligence in PR and marketing, transparency in reporting

4. Research

The University of Wisconsin-Madison is what is called a "Research 1" university, which means that in addition to teaching students, we are committed to engaging in research that helps to explain, explore, and improve the world. The SJMC is a highly engaged research unit. This list represents a small portion of the work our faculty and graduate students are doing in 2023-2024 that touches on communication phenomena often affecting underrepresented communities:

- Dr. Kathryn McGarr published her book titled *A City of Newsmen: Public Lies and Professional Secrets in Cold War Washington* with the University of Chicago Press in November 2022.
- Dr. Sue Robinson published a book titled *How Journalists Engage: A theory of trust building, identities and care* with Oxford University Press in April 2023. She also worked with SJMC Graduate Student Elaine Almeida on an analysis of the 1619 NYT project, which was published in January 2023 with the *International Journal of Communication*. She and SJMC Graduate Student Margarita Orozco had a paper about immigrants, public conversations and self-efficacy accepted to ICA 2023.
- Dr. Lindsay Palmer is working on a new book about gender, race, and press freedom, tentatively titled *Beyond #MeToo: Gender in U.S. Journalism*.
- Dr. Kate Christy worked on a research project focused on the use of stories to destigmatize trans identities.
- The Social Media and Democracy group members have worked in the following areas:
 - Open research team focusing on #MeToo Movement
 - Open research team focusing on Hate Speech
 - Open research team focusing on Anti-immigrant Discourse
 - Open research team focusing on Reproductive Rights
 - Open research team focusing on Tech Support for at-need populations
- The Computational Approaches and Message Effects Research group have worked in the following areas:
 - Research study on gender biases in generative AI DALLÉ. Invited to submit full manuscript to a special issue in *Journal of Computer-Mediated Communication*.



Manuscript accepted for presentation at an 2023 ICA Pre-conference on human-machine communication.

- Research project focusing on developing tailored vaccine promotional messages for rural residents and particularly women in rural communities. Two manuscripts accepted for presentation in ICA 23, both currently under journal review.

5. Climate and Other Activities (such as Invited Speakers)

SJMC values that DE&I issues concern every member of our community; our climate cannot be something one committee does. As such, this report reasserts the School's commitment to creating a welcoming place for all of us.

- In all, SJMC formally hosted some 15 speakers identifying as BIPOC, immigrants, disabled, LGBTQ+, or otherwise considered to be underrepresented during the year. This list includes the following:
 - Five at the annual UW SJMC Center for Journalism Ethics conference, including the keynote speaker Justin Worland, *Time Magazine* senior climate reporter (Eastman, Culver coordinated).
 - Four as part of the Graduate Committee's Hidden Curriculum series (Wagner, Aarli coordinated).
 - Two as part of the annual Preston Colloquium (Shah coordinated).
 - Two as part of the Emerging Speakers series (Robinson, Graves coordinated).
 - Two as part of the Science Journalist in Residence Program (SJMC and University Communications coordinated)
 - These do not include the number of class speakers that individual professors have invited, which number in the dozens.
- The Graduate Committee created and conducted its biennial Graduate Student Climate Survey in 2022-2023; We will parse the results and implement changes in 2023-2024.
- The SJMC student-run, community-based news outlet Madison Commons (Stacy Forster and Jenny Price) created a new feature called "Common Ground" that allows our and its readers to hear from people who don't usually have a voice in media. See three of these features here:
 - <https://madisoncommons.org/common-ground-with-raheem-whitfield-mcdonald/>
 - <https://madisoncommons.org/common-ground-with-nipinet-landsem/>
 - <https://madisoncommons.org/common-ground-with-curtrel-robinson/>

Future Plans and Goals for 2023–2024

*** This might change when we have our annual SJMC Inclusion Town Hall in May 2023.*

We hold the following goals for 2023–2024:

- **School Responses to Racist and Other Incidents:** Given the frequency of incidents of racist and/or hate speech on the UW–Madison campus, we suggest a dedicated initiative to explore new institutional responses to this kind of hate. For instance, this might take the shape of a research project documenting the range of responses employed by public institutions in order to understand their limitations and develop more active and effective alternatives.
- **Curriculum Revision:** This next year, we might consider doing an accessibility audit of our classes and classrooms, as suggested in the Town Hall 2022.
- **Climate:** We will continue learning from and then implementing the biennial climate survey (started in Fall 2020, run by Graduate Committee every two years) and the annual May SJMC Inclusion Town Hall (started in Spring 2021, run by Inclusion Committee) for graduate students, undergraduate students, staff, and faculty as ways to keep tabs on climate. We will also continue the work of building relationships with organizations on campus (e.g., the Black Student Union, the BIPOC coalition, etc.) to help create community for students of color.
- **Training:** We will continue to hold three–four training workshops for both faculty and grad students. We had a surge of faculty/staff undergoing individual professional development over the last two years. However, we would like to see every faculty and staff member undergoing some kind of DE&I or bias/privilege training each year; right now we are very far from that mark. We are already planning a more advanced training for faculty and graduate students in the Fall 2023.
- **Recruitment:** We will focus, first, on retaining underrepresented faculty and staff, setting up support structures especially for two new hires starting Fall 2023. SJMC Inclusion Committee will closely work with the new undergraduate advisor and the new communication specialist on recruitment efforts for both undergraduate and graduate levels.
- **Communication/Listening:** We will continue to update and improve our website and other public communication in 2023–2024 by: gathering relevant DE&I resources from across the University, clarifying SJMC policies around reporting and addressing incidents of bias, developing peer networks as a long-term student resource, and generating faculty- and student-led testimonials and other content highlighting related activities.