

## **Department Mass Communications diversity statement (revised and adopted Fall 2023):**

The Department of Mass Communications supports the definition of diversity adopted by the university and the college. The Department defines diversity broadly, recognizing each individual's unique internal and external characteristics as well as acknowledging that diversity is an evolving concept with multitudes of identities, perspectives, and dimensions. Specifically, the Department's commitment to diversity is reflected in the following three areas:

1. Respecting identities and experiences associated with race, age, gender, sexual orientation, physical and/or mental abilities, national origin and ethnicity;
2. Fostering a non-discriminatory climate regardless of religion, education, socio-economic or class background, work experiences, marital or paternal status, or geographical location;
3. Maintaining an inclusive work environment regardless of management status, classification, field of study, seniority/rank, and/or union affiliation.

Each member of the unit is guided by and complies with the diversity and inclusiveness statement, accessible at <https://www.siue.edu/faculty-center/resources/diversity-and-inclusion-syllabus.shtml>. It is the university's policy that diversity and inclusion be listed on all syllabi taught at the institution.

The action plans have focused on the following four areas:

### **Action plan 1: Diverse student body**

- Recruit strategically reaching out to high schools in diverse and underrepresented communities to match and surpass the state and university demographics.
- Make a concerted effort to recruit diverse students for the graduate program through a variety of outreach efforts and conference attendances.
- Increase the number of scholarships available to help retain a diverse student body.
- Recruit internationally in order to increase the global diversity of the student body.

### **Action plan 2: Diverse faculty**

- Ensure diversity is represented in search processes in the department as well as that the diverse members of the Mass Communications faculty are included in university-wide searches.
- Engage faculty in diversity and inclusiveness training
- Provide funding for faculty members who travel to conferences to disseminate research on topics concerning diversity and global awareness.
- Encourage and maintain gender equity in leadership positions.
- Ensure equity in pay and rank.
- Continue to provide mentorship and training opportunities for faculty as they progress through promotion and tenure.

### **Action plan 3: Diverse curriculum**

- ❑ Conduct periodic evaluations to ensure that issues of diversity and inclusiveness are mapped throughout a variety of course offerings
- ❑ Offer MC 403 Cultural Studies in Media every semester, including summer
- ❑ Offer MC 455 Media Ethics every semester, including summer
- ❑ Offer MC 456 Identity and Emerging Media focusing on issues of diversity and its intersection with emerging new media once a year including summer
- ❑ Offer MC/WMST 351 Women in Mass Comm and revamp it focusing on women as producers and subjects of media with a focus on intersectionality.
- ❑ Encourage students to take MC 453 Transnational Media as an elective for all professional sequences
- ❑ Encourage diverse students to take part in student clubs and student media
- ❑ Increase the offering of internships in media venues where diversity is a key aspect of the operation

### **Action plan 4: Supportive climate**

Recognize and support faculty service and scholarship, pertaining to issues of diversity, broadly defined.

- ❑ Showcase work of students and faculty that support the diversity statement of the department, including in student media and departmental outreach efforts.
- ❑ Maintain a climate of collegiality and support for all faculty and staff.
- ❑ Provide all students, including students from marginalized communities, the opportunity to serve in leadership roles in student media.