

**Classics Department  
DEI-AB Professional Development Plan  
Current Draft: 10 May 2024**

1: DEI-AB Goal(s)/Outcome(s)

The Classics Department will promote diversity, inclusion, equity, accessibility, and belonging in teaching and service for faculty, staff, and students.

-----

2: Objectives

Classics seeks to cultivate and expand a culture of Belonging within the unit.

Objective 1:

•Improve the sense of belonging among faculty, staff, and students (including dept. student workers, majors/minors, non-majors in Classics courses).

Objective 2:

•Improve the ways we address and teach sensitive primary source material. We recognize that our choices as we navigate sensitive material in and beyond the classroom are crucial to fostering a sense of belonging within our community.

-----

3: Strategies

Objective 1, Strategy 1:

•Explore additional definitions of Belonging. A short-term goal will be to build a more community-specific version.

Objective 1, Strategy 2:

•Promote development of a sense of place, with the department suite and adjacent common areas as the physical hub of CLA interactions (faculty, staff, students).

Objective 2, Strategy 1:

•Enhance use of inclusive teaching practices in the classroom that foster a sense of belonging for all students.

Objective 2, Strategy 2:

•Pursue professional development and other activities that enhance intercultural competence.

-----

#### 4: Activities

Objective 1 activities:

- **OBJECTIVE 1 ACTIVITY A: University-based activities:** Each TT faculty and PSS to select and participate in one university-sponsored DEI-AB activity per year. (Choices should plausibly connect with the theme of Belonging.)
- Each faculty and staff member will 1) report back as a reflection in the annual FWR (faculty) or self-assessment (PSS) and 2) will share reflections as part of scheduled discussion sessions.
- **OBJECTIVE 1 ACTIVITY B: Identify activities used by other Classics departments/programs nationally, and activities promoted by the multiple national professional organizations to which we belong (e.g., AIA, CAMWS, SCS). Consider building these into our own co-curricular or curricular practices.**
- **OBJECTIVE 1 ACTIVITY C: Co-curricular activities:** Intentionally plan department-sponsored co-curricular activities or events with the DEI-AB strategies above in mind.

-----

Objective 2 activities:

- **OBJECTIVE 2 ACTIVITY A: Encourage new faculty (both TT and VAP) to participate in the annual FTLC Strong Start Teaching Institute**
- **OBJECTIVE 2 ACTIVITY B: Participate in learning opportunities offered by FTLC and other university entities on topics pertaining to intercultural competence (for faculty and staff working with students).**

- **OBJECTIVE 2 ACTIVITY C: If not already done, faculty should complete relevant modules in Blackboard.**

---

## 5. Reflection on Learning

This section is where the unit should reflect on what faculty and staff have done with respect to DEI-AB professional development for the 2024–2025 academic year. Please answer the prompt in this section: What have faculty and staff learned from engaging and participating in DEI-AB professional development activities during the 2024–2025 academic year?

•**Brief written reflections on what TT faculty and staff learned from their professional development activities.**

•**Group discussions: These discussions will take place at least twice per year (in February and April) and will offer opportunities for robust consideration of lessons learned and next steps.**

## 6. Timeline

What will your unit do to implement the plan over the next academic year? When do you plan to reflect on how well your unit has achieved one or more of its objectives for the 2024–2025 academic year? Please keep in mind that units will have until May 2025 to report on what they have learned from engaging and participating in DEI-AB professional development activities during the 2024–2025 academic year.

### Implementing the Plan in AY 2024-2025:

•**Group exploration of additional definitions of Belonging through discussion of texts and disciplinary resources (as in Objective 1 Activities B and C)**

•**Individual participation in university-sponsored activities, with report-back/group discussion (Objective 1 Activity A)**

•**Completion of relevant modules in Blackboard (Objective 2 activity C)**

•**Encourage new faculty (both TT and VAP) to participate in the annual FTLC Strong Start Teaching Institute (Objective 2 activity A)**

### When reflection will occur:

•**Preliminary group discussion/reflection in February re Fall activities**

•**Summary discussion in late April or early May to finalize unit report**

