

DEI-AB Professional Development Plan for Visual and Media Arts

2024–2025 Academic Year

1. DEI-AB Outcome

Members of VMA aspire to cultivate a climate that engages with DEI-AB to foster an environment that is welcoming, equitable, and supportive for everyone in the unit.

2. Objectives

Provide resources and opportunities for faculty and staff in VMA to continue building their individual commitments to DEI-AB ideas and practices.

Provide venues for members of VMA to reflect on and share personal efforts towards developing a common set of values and policies for the Unit.

3. Strategies

Academic Year 2024-25

Pilot year for faculty/staff efforts to identify individual priorities for DEI-AB

- Introduce three core questions to VMA faculty and staff at the start of Fall term 2024.
 - What personal values drive my commitment to DEI-AB?
 - How do my personal experiences shape my approach to DEI-AB?
 - What kind of changes do I desire to make, or be a part of, in a DEI-AB initiatives?
- Faculty and staff pursue at least 1 professional development activity during the academic year (Appendix A includes a variety of options.)
- End of winter 2025 semester VMA has a reflection workshop led by trained, compensated facilitator to help participants synthesize reflections on the core questions with their selected activities.
- Anonymized summative reflection submitted to CLAS Dean's office.

Develop Shared Resource Page

- Create a page for the VMA website that centralizes information about the resources available to support students, faculty, and staff. Models for this page include the following:
 - [Kendall College of Art & Design](#)
 - [The ArtCenter College of Design](#)
 - [Stanford School of Art & Art History](#)

Academic Year 2025-27

Build on efforts by repeating professional development model begun in 2024-25

- Three questions, individual activity, and discussion with reflection.

Identify department priorities for DEI-AB gathered from reflection workshop winter 2025

- Select 2 priority areas for DEI-AB this academic year and develop programming.

Ascertain which department documents and policies need to be modified to follow best practices in these areas. (personnel, mentoring, use of LIFT evaluations, hiring procedures, bylaws etc.)

- Update documents and identify necessary resources to support VMA efforts.

Increase VMA participation with the Inclusion Advocate program.

4. Professional Development Activities

Faculty and staff engage in at least one DEI-AB related professional development activity.

- Individual selection and/or department sponsored workshops/training. See appendix A for a list of options.

5. Reflection on Learning

Academic Year 2024-25

Introduce core questions to faculty and staff at the start of Fall semester 2024,

- What personal values drive my commitment to DEI-AB?
- How do my personal experiences shape my approach to DEI-AB?
- What kind of changes do I desire to make, or be a part of, in DEI-AB work for VMA?

Faculty and staff pursue at least 1 professional development activity.

End of winter 2025 semester unit has a workshop led by trained, compensated facilitator to assist VMA faculty and staff to synthesize the core questions with their activities.

Facilitator and workshop coordinator from VMA prepare an anonymized, summative reflection about the pilot questions efforts to be submitted to the CLAS Dean's office.

6. Timeline

Academic Year 2024-25

Implement pilot program for staff faculty interests and hold year-end discussion.
Complete resource page for VMA Website

Academic Year 2025-27

Determine based upon activities and conclusions developed in the 2024-25 academic year.

Appendix A

DEI-AB Professional Development Activities

VMA commits to sponsoring two opportunities for professional development to support DEI-AB efforts. These will be held during our common meeting time in the academic year.

Additional options to fulfill Professional Development Activities include,

- Attend DEI-AB related sessions at conferences in one's academic discipline or at professional development events
- Attend DEI-AB themed lecture series
- Attend DEI-AB related seminars and webinars offered by discipline-specific organizations or societies
- Participate in Pew FTLC Learning Communities on DEI-AB related topics
- Participate in DEI-AB themed book clubs/reading groups
- Participate in DEI-AB related institutes and certification programs
- Participate in Mental Health First Aid training
- Attend a department meeting with Disability Services
- Attend a department meeting with a facilitator on bias training.
- Participate in training on how to assist students who are going through domestic abuse.
- Attend a department meeting with the GVSU LGBT Resource Center

- Participate in training on issues/concerns impacting nontraditional students – veterans, homeless, aging and health issues.
- Participate in a facilitated discussion concerning how to improve relationships with each other.
- Participate in training on sexual harassment