

## **CJC Diversity Plan (from 2020 Strategic Plan)**

### **Establish CJC as a Leader in the Recruitment, Retention, and Placement of Multicultural Faculty, Staff, and Students (UF Goal 1)**

*Primary audiences: Academic community, current and prospective faculty, current and prospective undergraduate and graduate students, Industry.*

**Rationale:** The College must prepare students for success by reflecting society and the workplace that students will find themselves soon entering. The College is committed to providing experiences that are an exemplar of the quickly evolving diverse population of the United States and the increased globalization of communication industries. A College environment that embraces and measurably demonstrates diversity in all of its forms among faculty, staff, and students can be tapped for creative problem solving, strengthening collaborative skills, and encouraging academic discovery. Being a pacesetter in the academic preparation of diverse scholars and career-ready practitioners will position the College as unique among its peers and authenticate the promise of higher education as a beacon of equality and inclusivity.

#### **Strategies**

- 1) Expand the Knight Division Multicultural Affairs function to attract new students from all backgrounds and create an environment welcoming to a multicultural population.**
- 2) Design a recruitment process that addresses and mitigates bias and ensures a broad and diverse pool of high-caliber faculty and graduate students.**
- 3) Create processes and mechanisms to make the environment and culture more welcoming for diverse students, faculty and staff.**
- 4) Integrate diversity and inclusion into curriculum and immersion experiences**