

## DEI Strategic Action Plan for RTF – *Proposal August 2022*

- Annual climate survey. The DEI office would administer the survey with a focus on departmental inclusion with respect to race, gender/gender identity, sexual orientation, ethnicity, disability, or chronic illness. These surveys are to be completed anonymously via electronic survey.
- Annual State of RTF to discuss said findings and discuss action plans as an RTF community.
- All classes and Moody events will be accessible those with chronic illnesses or disabilities. Making sure that events/spaces/classes are accessible - that can mean always providing a zoom option in classes, always offering a virtual option for panels/events. Bringing in ASL interpreters as needed.
  - Working communication with School for the Deaf and the School for the Blind, where we can reach underrepresented students.
  - Accepting when students say they have a disability/chronic illness without requiring proof from the UT office. Having a policy in the department to provide needed accommodations without hassle or excessive questioning.
  - Making sure that individuals with disabilities are listed as one of the groups of people needing to be served by DEI on plans, documents, etc.
- Targeted admissions efforts for underrepresented groups at undergraduate and graduate level. Ex: targeted outreach to minority communities and high schools through Texas as well as engagement with Hispanic Serving Universities and HBCUs nationwide for a more diverse graduate student pool.
- RTF Studies Bridge Program with Austin Community College and Huston-Tillotson
- Facilitate/host a speaker series of scholars and artists who represent historically disadvantaged groups. This can be accomplished in coordination with the annual Latino Media & Studies speaker series. In addition, contribute \$500 to the L-MAS speaker series annually.
- Formalized mentoring and writing groups for minoritized graduate students and tenure track faculty with monetary funding for activities and support.
- Diverse faculty on every admission and hiring committee
- Faculty Liaison for International student success
- Targeted faculty searches for underrepresented research fields/scholars in CMS/production.
- In addition to the Latino Media Arts & Studies' annual student award competition, incentivize Undergrad/Grad research/writing and media productions that focuses on underrepresented subjects (1 Writing prize for studies and 1 for production).
- All Faculty to report as Inclusion and Equity Officers on a rotating basis
- RTF Undergrad/Grad Liaison to Faculty Inclusion and Equity Officers
- Including a Diversity, Equity, and Inclusion Statement in our Faculty Annual Reviews

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- Teaching: Increase variety and diversity of voices read in class (Women, LGBTQ, LatinX, Indigenous, Black, Asian American, etc.) Syllabi would be checked by peer faculty.
  - Database for RTF faculty where we can all submit and find books, articles, feature scripts, pilot scripts, short films, etc. that we can all use to find readings/viewings for our classes.
- Media Library Collection: strategically building under-developed areas (Ex: Asian American mainstream and experimental works)
- Forging a connection with E.D.I.T. Media, Equity, Diversity, and Inclusion in Teaching Media, or EDIT Media, is an initiative and consortium of media production faculty in the U.S. EDIT is focused on encouraging more inclusive teaching of media production classes.