

UDP Diversity Plan One-Page Summary

Mission: UDP is striving to shift the culture of planning to engage and enhance diversity, equity, and inclusion, not just within the academic context, but also in the profession. We aspire to drive change not merely by responding to trends, but also by leading the change we seek.

Principles:

<i>People:</i>	We must become the diversity we want to see in the world.
<i>Accountability:</i>	Our commitments must drive our actions.
<i>Outcomes:</i>	Our graduates reflect our skills, knowledge and values.

Values:

<i>Diversity:</i>	Vibrant and healthy community involves recognizing and supporting differences.
<i>Equity:</i>	Strive for fairness of results/outcomes rather than equal access to opportunity.
<i>Inclusion:</i>	Create an environment where everyone can participate and everyone belongs.

Goals & Strategies: The 7 goals of the UDP Diversity Plan include strategies (briefly characterized here) toward achieving each goal. Explore the full Plan and its more specific strategies here: <http://urbdp.be.uw.edu/wp-content/uploads/2018/11/UDP-Diversity-Plan.pdf>

- 1. Department Climate – Cultivate a departmental climate that is welcoming to all and promotes diversity, equity, and inclusion of all students, faculty, and staff.**
 - Integrate conversations on diversity/race/equity/social justice across all aspects of UDP.
 - Identify potential areas of improvement and address those areas positively.
 - Provide diversity/equity/anti-bias training to students/faculty/staff.
 - Foster UDP community interconnection through social events and celebrations.
- 2. Department Structure – Establish an organizational structure within UDP that is committed to diversity, equity, and inclusion across all aspects of teaching, research, service, and practice.**
 - Use UDP Diversity Plan to guide departmental action. Incorporate Plan strategies into department protocols.
 - Coordinate, assess, and communicate progress.
- 3. Students – Actively recruit, retain, and graduate a more diverse student body within UDP.**
 - Recruit prospective students from underrepresented groups, and connect them with funding.
 - Create support structures responsive to specific, diverse, and intersectional needs of UDP students.
 - Support degree completion for lapsed students. Identify and address the reasons for their lapse.
- 4. Faculty and Staff – Actively recruit, retain, and advance diverse faculty and staff within UDP.**
 - Provide training and support for faculty and staff.
 - Foster strong mentoring relationships among faculty.
 - Create work environment attractive to faculty of color and researchers addressing diversity.
 - Actively recruit applicants of color and women in all job searches.
- 5. Curriculum – Infuse the values and content of diversity, equity, and inclusion throughout the UDP curriculum and curricular-related events.**
 - Include race, social justice, and equity content in all UDP courses.
 - Increase diversity of voices in the classroom featured through course readings/guest speakers/case studies.
 - Offer quarterly Race and Social Justice seminar and other equity-focused classes.
 - Engage underrepresented communities in studios and build culturally-sensitive community engagement skills.
- 6. Partnership – Partner with and encourage efforts to promote equity and diversity both within the UW and throughout the planning profession.**
 - Cross-promote relevant resources/programs/events/lectures/courses.
 - Partner to leverage resources/opportunities for speakers, studios, internships, and to shift professional culture.
- 7. Messaging – Feature department’s strengths related to diversity, equity, and inclusion while emphasizing commitment to improving practices and outcomes around these values.**