

## **Inclusive Excellence (section of the UTA SSW Strategic Plan)**

Create an environment of inclusive excellence.

We will continue our goal to build our School into a diverse group of individuals with various social identities that reflect our student body. To uplift inclusive excellence, we commit to equity, which means intentionally building conditions within the School that create more space for diverse, but historically excluded individuals. We desire to foster our SSW as a safe environment for everyone to feel like they belong. The following strategies that promote inclusion, equity, and diversity can help the SSW achieve inclusive excellence.

- Refocus/Continue DEI Activities under the leadership of DEI Director (SPG 1)
  - Introspective training for faculty and staff (SPG 1A)
  - Teaching strategies and training on inclusiveness (SPG 1B)
- Develop opportunities to increase feelings of “belonging” (SPG 2)
  - Onboarding activities to include orientation about Social Work and relationship building. (SPG 2A)
  - Monthly social activity/Increase the number of formal and informal faculty and staff get-togethers (SPG 2B)
  - Gather for social connecting and building community before faculty and staff meetings. (SPG 2C)
  - Initiate social and service events using faculty and staff volunteers (SPG 2D)
  - Promote events reflecting the diversity of our community (SPG 2E)
- Improve Communication (SPG 3)
  - Feature SSW teams/areas in the newsletter. (SPG 3A)
  - Encourage faculty/staff to follow at least one of the SSW media platforms. (SPG 3B)
  - More conversation with faculty/staff on best methods to improve communication. (SPG 3C)
  - Increase the number and breadth of communication vehicles (online and offline)- (SPG 3D)
- Increase opportunities for faculty/staff to have and share their voice (SPG 4)
  - Explore and, where reasonable, expand staff inclusion on committees (SPG 4A)
  - Build reciprocal relationships characterized by mutual respect (SPG 4B)
- Enhance the physical (built) environment to encourage a positive culture and learning environment (SPG 5)
  - Add in ‘socially engaging’ enhancements to physical spaces (i.e., photos, murals, prints). (SPG 5A)
  - Reflect the diversity of our community in visual representations and spaces (SPG 5B)
  - Ensure the accessibility of signage, spaces and online learning environments (SPG 5C)
- Enhance the professional development opportunities for faculty and staff (SPG 6)

- Initiate professional development brown bags, seminars, or workshops in-house (SPG 6A)
  - Develop inclusive learning events for multiple communities (internal and external) (SPG 6B)
- Recognize exemplary work demonstrating integrity and mutual respect (SPG 7)
  - Evaluate and restructure/expand recognition and awards. (SPG 7A)
- Build networks and collaborations for fostering the hiring and retention of diverse faculty and staff (SPG 8)
  - Create pipelines for identifying and recruiting diverse hires (SPG 8A)
  - Develop ongoing relationships and collaborative exchanges with diverse groups (SPG 8B)
  - Develop resources and supports for an inclusive community of faculty and staff (SPG 8C)
- Create a safe, collaborative environment for learning, mentoring, and professional growth (SPG 9)
  - Create social and professional opportunities throughout the academic year for students, staff, and faculty to interact. (SPG 9A)
  - Create universally accessible physical spaces that facilitate social interactions and networking, as well as spaces that support and affirm gender identity and expression and mothering needs (SPG 9B)
  - Create accessible virtual spaces that facilitate social interactions and networking (SPG 9C)