Diversity Plan

School of Communications, Elon University

To best serve the public good, those entrusted to communicate news, information, insight and entertainment in society should reflect the diverse audiences they seek to reach.

As a School of Communications, we are committed to having a diverse and inclusive program that serves and reflects a global society. We endeavor to do so in many ways, including the following:

A Diverse Faculty

• We will demonstrate effective efforts to recruit faculty members from diverse and underrepresented backgrounds, using as a benchmark the university’s faculty composition and the school’s composition during the preceding accreditation visit.

• We will train faculty members on search committees to achieve best practices in building and considering a diverse applicant pool.

• We will partner with nearby historically black institutions with strong journalism and communications programs through faculty exchanges or other endeavors.

A Diverse Student Body

• To help recruit a student body reflecting the diversity of the population we serve, our faculty will participate in multicultural weekends on campus and work with Admissions on recruiting students from diverse backgrounds.

• We will strengthen our relationship with the Elon Academy, a college-access program that helps high school students often underrepresented on college campuses to pursue higher education.

• We will seek to increase scholarship funds designated to enhance the diversity of our student population.

• We will work with Student Media Board to encourage campus media organizations to have diverse staffs and to ensure that campus media content reflects diverse opinions and perspectives.
An Inclusive Curriculum

- Our students and faculty will discuss in class the importance of communicating with a diversity of audiences, as well as the historic and current contribution of diverse voices in society, as evidenced by course objectives on syllabi.
- We will work with the library to increase the amount of media-related resources that reflect diversity in opinions, perspectives and experiences to incorporate into our courses.
- We will promote experiential learning that better exposes students to the diverse domestic and international world in which they live.
- We will invite a diverse group of professionals as guest speakers in our classes to expose students to different perspectives and issues.

A Supportive Environment

- We will recruit women and professionals from diverse backgrounds to serve on the School of Communications Board of Advisors.
- We will partner with the diversity centers across campus to offer programming and discussions related to diversity.
- We will support the university's religious holiday observance policy and be sensitive to the observed and practiced holy days of different faiths.
- The dean, leadership team, faculty and staff will provide a climate that is both respectful and supportive of diverse people and viewpoints, and will actively support the goals, initiatives and assessment measures outlined in this plan.