Classics Department: Diversity Action Plan
January 2, 2018

G1. Creative an inclusive and welcoming environment for all
S1: Create a more welcoming, respectful, and inclusive climate for all.
S2 – Incorporate promising practices that eliminate implicit bias and combat racism as well as other forms of discrimination. Incorporate promising practices to increase equity, inclusion, and intercultural understanding in onboarding, performance evaluations, tenure and promotion, and other unit processes and policies in ways that allow all members of the unit to thrive and succeed.

Tactic: The Classics Department will sponsor an annual Diversity and Inclusion Lecture on an appropriate topic in the Classics.
Target: Students and faculty of the department of Classics
Resources: Classics department funds
Lead Personnel: Malcolm Wilson, Head
Timeline: AY 17-18
Pertinence: Such lectures will lay bare the implicit biases of historically racist communities of study.

Progress and Accountability: The Department will verify and report that this tactic has been completed

GOAL #2 (D: Diversity): Increase the representation of diverse students, faculty, staff, and community partners at all levels of the university

Strategy 1 – Incorporate active recruitment strategies, processes to eliminate conscious and unconscious bias, and other promising practices to recruit diverse staff, faculty, administrators, undergraduate, and graduate students from traditionally underrepresented communities

Tactic: institute "exit interviews" for undergraduate and graduate students to study the effectiveness of our diversity and inclusion programs.
Target: Students of the department of Classics
Resources: Classics department funds, negligible
Lead Personnel: Malcolm Wilson, Head
Timeline: AY 17-18
Pertinence: Such interviews help the department to hone active recruitment strategies.

Progress and Accountability: The Department will verify and report that this tactic has been completed

Strategy 2 – Use promising practices and effective strategies to retain diverse staff, faculty, administrators, undergraduate, and graduate students from traditionally underrepresented communities.

Tactic: Augment and enrich online course offerings in Classics
Target: Students of the department of Classics and the wider UO community
Resources: Classics department funds
**Lead Personnel:** Malcolm Wilson, Head

**Timeline:** AY 17-18

**Pertinence:** Such courses facilitate access to courses for students of diverse needs, some of whom may be inconvenienced by "regular" class attendance.

**Progress and Accountability:** The Department will verify and report that this tactic has been completed.

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**GOAL #3 (A: Achievement): Facilitate access to achievement, success, and recognition for under-represented students, faculty, staff, and alumni.**

**Strategy 1 –** Eradicate any existing gaps in achievement between majority and underrepresented students, faculty and staff in graduation rates, tenure and promotion, professional opportunities, leadership opportunities and recognition.

**Tactic:** The Classics Department shall continue to seek "Promising Scholar" awards for appropriate students

**Target:** Students of the department of Classics

**Resources:** Graduate School

**Lead Personnel:** Malcolm Wilson, Head

**Timeline:** AY 17-18

**Pertinence:** Such awards allow the department to attract diverse graduate students and thereby help to reduce the gap between majority and underrepresented students.

**Progress and Accountability:** The Department will verify that suitability opportunities have been seized and report that this fact.