Equity and Social Justice Committee  
Guidance on creating department level social justice goals  
Spring 2020

Effective department social justice goals:

* Allow for active, intentional and ongoing engagement
* Create opportunity for equal access and the success of all staff
* Driven by the unique needs of the department and are relevant to overall objectives
* Are action oriented and have relevant timelines for goal attainment
* Consider individual differences (learning and cognitive styles, life experiences, personality, motivation) and group/social differences\*\* (race, ethnicity, religion, country of origin, gender, sexual orientation, cultural and political affiliation)

Here are two examples of goals that meet the requested criteria that may be helpful as you plan goals:

* Enhance staff understanding of underrepresented groups through a minimum of 6 professional development sessions during 2020. Sessions will be identified based on staff interest and need, which will be identified through supervision conversations.
* Improve our department's effort to tell our story specific to our commitment to social justice. We will achieve this by: auditing our department's website in spring 2020 for accessibility for users with disabilities, feature diverse students and staff in web and printed materials by the end of summer 2020, and submit at least 2 articles to the DOSA fall 2020 newsletter highlighting efforts of our department to build community and remove barriers to students utilizing our services.