

<https://www.tampabay.com/news/education/2020/06/10/usf-hears-from-black-faculty-staff-do-more-to-end-systemic-racism/>), and propose to take the following concrete steps within our department to further the goals it lays out for the university as a whole:

1. We will create a Diversity Committee of students (undergraduate and graduate), staff and faculty that includes representatives from our standing committees to ensure that anti-racist practices are effectively and meaningfully translated to our curriculum, recruitment and retention efforts, our policies and practices, and our working environment.
2. We will conduct a Department Climate Survey to better understand the views and experiences (within the department and other units at USF) of our students, staff and faculty and to serve as baseline against which the effectiveness of our work can be measured.
3. We will initiate a series of regular and normalized anti-racist and multi-cultural competency training sessions and community events for students, staff and faculty, to help us reflect on and challenge our own racist actions, and to better understand anti-racist strategies and practices in the academy so that we may implement them in our everyday lives.
4. We will work with the college to identify and redress any instances of race-based salary discrepancy for faculty and staff.
5. We will review departmental policies and increase the transparency of the criteria that are used for faculty, staff, and graduate student annual evaluations and for faculty and TA assignments in order to build trust and guard against implicit and explicit bias.
6. We will develop a system for the intentional mentoring of faculty and staff of color as they move toward promotion.
7. We will provide opportunities for faculty and students of color to serve in administrative positions and leadership roles in the department and mentor them in these roles.
8. We will develop robust strategies for the recruitment of students and faculty of color.
9. We will work to increase our offerings of courses that address issues of race and ethnicity, racial and ethnic inequality, and racism and anti-racism.
10. We will encourage faculty to include the scholarship of Black and Brown scholars in their courses.
11. We will develop a plan to acknowledge the informal labor often performed by women in the department and university. We recognize that the demands placed on women of color and those occupying other minority positions are often higher and more demanding than those of their colleagues.

