

DEI-AB Plan for Modern Languages and Literatures

2024–2025 Academic Year

1. DEI-AB Goal(s)/Outcome(s) Goal:

Goal 1: Increase faculty and staff departmental training

Goal 2: Advertise the wide range of MLL curricular offerings related to DEI-AB to the boarder campus community

Goal 3: Make sure students' input is incorporated in our DEI initiatives

2. Objectives

Objective 1: The Department of Modern Languages & Literatures will form a standing committee to investigate and implement worthwhile professional development/training opportunities and resources aimed at increasing awareness, accommodation, and sensitivity toward diverse populations. The committee will include faculty, staff, and student representation.

Objective 2: The department will continue to make connections across the college and across the university to draw more students to the department. Since all courses offered by MLL enhance students' intercultural competence, this will result in a campus community that is more aware of and sensitive to diversity in all its forms. Increase visibility of the diverse and multilingual/multicultural expertise of our department.

Objective 3: Develop our own DEI-AB statement to post on our website.

3. Strategies

- Integrate departmental training into the annual MLL Fall Teaching Retreat.
- Incentivize and reward DEI-AB work and DEI-AB related professional development activities (e.g. FTLC IETI workshop)
- Form reading groups to promote dialogue among faculty and staff as they engage with equity-related texts
- Create a forum for students to be able to share how they feel about the MLL department when it comes to DEI-AB practices (e.g.. an anonymous "suggestion box" in our website)

- Create and distribute DEI-AB promotional materials related to multilingualism and the study of modern languages & literatures
- Consult with DEI and Student Services Offices

4. Professional Development Activities

- Attend DEI-AB related conferences in languages, literatures & cultures or non-academic professional conferences
- Do an inventory of our curriculum to identify places where more diverse course content, as well as a more diverse representations of theorists and practitioners, can be added to course syllabi
- Invite guest speakers to discuss DEI-AB related topics in MLL academic fields of study or professional work
- Host an Outreach for K-12 language teachers in Fall 2024 on the topic of linguistic diversity and inclusion. A preliminary DEI workshop with invited speakers from Purdue U was held by MLL for MLL faculty in September, 2023 (“A Holistic Approach to World Language Education: Connecting Intercultural Learning and Diversity, Equity, and Inclusion” by Aletha Stahl & Tatjana Babic-Williams)

5. Metrics

- Beginning and end-of-year surveys sent out to all MLL students
- MLL faculty and staff annual survey for DEI feedback and suggestions
- Survey and follow-up discussion after any DEI workshop/talk

6. Timeline

2024-2025

Dedicate time to work on DEI-AB during MLL’s Fall Teaching Retreat
Workshop on micro-aggressions (August)

Outreach for K-12 teachers (October)

Write a DEI statement for our department’s website

Host invited speaker to discuss DEI topics such as inclusion in binary languages, linguistic profiling, or language and social justice (Winter 2025)