

DRAFT 5/8/2024 DEI-AB Professional Development Plan for the **Department of Movement
Science**

AY 2024-2025

DEI-AB Goal:

The DEI-AB goal for the Department of Movement Science in AY 24/25 will be to work towards creating a more equitable and inclusive environment among department faculty and between students and faculty in the classroom. This goal is intentionally broad to allow faculty to determine their own path of action.

Objective:

To achieve this goal, faculty will be encouraged to participate in at least one DEI-AB professional development activity of their choosing for the academic year. One activity each semester would be preferred, but it is understood that time does not always allow for extra development opportunities.

Strategies:

To accomplish DEI-AB development goal, the following strategies will be incorporated:

- a. To help faculty identify potential areas of development need, they will be asked to complete a confidential department climate survey in July/August. This survey will be created by Movement Science DEI-AB committee using items from UC Berkeley's Strategic Planning Toolkit for Equity, Inclusion, and Diversity for Academic Units.
- b. Faculty will be incentivized by including this work as part of their regular annual workload plan/report in teaching, scholarship, or service. If an extensive professional development need is identified (i.e., coursework, related research project, curriculum overhaul), it may be used to fulfill SOF criteria.
- c. The Unit will dedicate a portion of their monthly meeting times to DEI-AB focused conversations and development activities. These will include guest presenters internal and external to campus, peer lead discussions, etc.
- d. At the conclusion of Winter semester 2025, the Unit will host a DEI-AB lunch and learn where faculty will canvas their significant learnings and strategies for applying it in their work. Discussion of future DEI-AB goals for the UNIT will also take place.

Professional Development Activities:

Appendix A and B from the CLAS Professional Guidelines document will be provided to make faculty aware of activities and options (attached). However, this is not an all-inclusive list and faculty will be able to identify and participate in other activities that meet their needs and interest. The Department also recognizes that faculty are in varied stages of DEI-AB awareness- some will be looking to build a knowledge foundation (i.e, bias awareness training), while others may be ready to take on more sustained efforts and leadership opportunities (i.e, lead an equity focused learning community, committee leadership, DEIAB related research, equity-focused curriculum development). The goal for AY24/25 is to meet individual faculty “where they are at” and encourage them to launch or continue their journey of DEI-AB development.

Metrics:

Our objective is to have all faculty (100% of TT and Affiliate) participate in at least one DEI-AB focused activity in AY 24/25. Progress towards this goal will be measured via reporting in the annual workload activity reporting process.

Timeline:

July/August- disseminate survey, distribute DEI-AB plan to faculty

August-March- Monthly Department Meeting DEI-AB discussions

April- Culminating Unit Lunch and Learn