

## DEI-AB Professional Development Plan for the Sociology Department

2024–2025 Academic Year

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

The Sociology Department strives to be a community of professionals focused on building and maintaining an equitable and inclusive climate for all our students, within our department and in all our courses.

### 2. Objectives

- A. All faculty and staff will engage in annual DEI-AB professional development training appropriate to their roles in the department;
- B. As a department, we will engage faculty, staff, our students, and the university community in discussions of issues relevant to creating an equitable and inclusive campus environment.

### 3. Strategies

- A. All faculty and staff will engage in at least one DEI-AB professional development training, workshop, seminar, etc. each year.
- B. All faculty and staff will share concerns and issues around equity and inclusion they see in the classroom and around campus, as well as the lessons they learned in their DEI-AB professional development training;
- C. The Sociology Department will strive to promote equity and inclusion through engagement with the university community.

### 4. Professional Development Activities

- A. All faculty and staff will engage in at least one DEI-AB professional development training, workshop, seminar, etc. offered by FTLC, GVSU, or an appropriate outside organization and reflect on what they learned and its impact on their work in their annual report (FWR for faculty).
- B. The Sociology Department will create and maintain a space on our Blackboard site for faculty and staff to post reviews of DEI-AB professional development training, workshops, seminars, etc. that they have completed, to serve as a resource for colleagues.
- C. Once per semester, the department will hold a DEI-AB seminar for all faculty and staff. Faculty will present and lead discussions on a rotating basis. Seminars will focus on one of the following:
  - a. Lessons from a DEI-AB professional development workshop/seminar/training/etc that faculty have undertaken;
  - b. DEI-AB insights from the classroom experiences, such as issues that arise, pedagogical strategies, etc.
  - c. Other DEI-AB issues that arise that the faculty deem important to discuss.

D. The Sociology Department will organize and host an annual public talk by a speaker from outside university on a DEI-AB relevant topic.

**5. Reflection on Learning**

- A. Faculty will reflect on what they have learned through DEI-AB professional development in their annual Faculty Workload Reports.
- B. Staff will reflect on what they have learned through DEI-AB professional development in Workday.

**6. Timeline**

The Sociology Department DEI-AB Professional Development Plan should be fully implemented during the 2024-25 academic year. The department will submit a brief reflection on our activities to the CLAS Dean's office by the end of the Winter semester, 2025.