

SPPA Equity & Belonging Action Plan

(last edited: March 2025)

Areas of Focus

- Encouraging and training students, faculty, and staff on anti-racism
- Encouraging and training students, faculty, and staff on anti-ableism
- Supporting multilingual and bidialectal learners
- Supporting first-generation students
- Providing equity of opportunity
- Acknowledging and addressing systemic bias in the fields
- Recruiting and retaining diverse students, faculty, and staff

Action Items

Past Actions	In Progress/Ongoing	Future Plans
<ul style="list-style-type: none"> • We created a department-level task force to address needed areas (Spring 2023). • We made curricular changes to our graduate programs aligned with changes in field and diversity-related needs. • We conducted a student survey of department climate related to diversity, equity, inclusion, and belonging (Spring 2024). • We pursue holistic admissions processes, emphasizing personal experience over test scores. • We removed GRE scores as a requirement for admission to graduate programs (since Fall 2020). • Our introductory undergraduate course, SPPA 101, is now a university Core 13 class for Diversity & Difference (beginning Fall 2025). 	<ul style="list-style-type: none"> • We provide mentoring and community via the Minority Student Mentoring Group. <ul style="list-style-type: none"> • Hosted a de-stress event before final exams (to continue in future semesters) • Provide webinars to strengthen graduate applications • We participate in faculty, staff, & student trainings on related topics, including implicit bias in graduate admissions. • We conduct research related to cultural and linguistic diversity. • We perform hiring outreach for new faculty and staff with focused diversity plans, approved by the university. • We added a 1-credit course to the Master's SLP program addressing multicultural considerations (beginning Fall 2025). 	<ul style="list-style-type: none"> • We plan to implement a dedicated email account for suggestions/ comments/ concerns. • We continuously evaluate hiring and retention practices for faculty & staff. • The departmental task force seeks to add student representation to our membership.