

**UNC DEPARTMENT OF RELIGIOUS STUDIES**  
***DIVERSITY & EQUITY PLAN 2020–2023:***

The Department of Religious Studies at the University of North Carolina at Chapel Hill views diversity, equity, and inclusion (DEI) as fundamental values—values we consider essential to fostering meaningful scholarship, teaching, service, and collegiality. To this end, we have formulated the following department goals in five important areas:

1. **CLIMATE:** *Create and sustain a supportive and inclusive environment for all*
2. **RECRUITMENT & RETENTION:** *Recruit, retain, and support a diverse body of students, staff, and faculty*
3. **TEACHING:** *Create and sustain supportive and inclusive classrooms while encouraging course development that responds to diversity, equity, and inclusion goals*
4. **OUTREACH & ENGAGEMENT:** *Develop and strengthen campus and community partnerships to further diversity, equity, and inclusion efforts*
5. **RESEARCH:** *Foster research and promote scholarly activities that advance diversity, equity, and inclusion*

**1. CLIMATE:** *Create and sustain a supportive and inclusive environment for all*

<b>Actions</b>	<b>Metrics</b>
Develop and implement a department <i>Diversity &amp; Equity Plan</i>	Annual progress report from Equity Committee
Make diversity goals, actions, and metrics available and easy to access	Update department website to include <i>Diversity &amp; Equity Plan</i>
Facilitate access to campus and community resources supporting the personal and professional lives of students, faculty, and staff from underrepresented groups	Links, webpages, listservs, and other media to advertise info sessions, campus resources, events, and other opportunities supporting underrepresented faculty, staff, and students
Sponsor talks, workshops, and other programming by speakers from historically underrepresented groups	Number of department sponsored talks, colloquia, workshops, etc., by speakers from underrepresented groups
Foster dialogues and educational opportunities related to DEI by offering colloquia, invited speakers, training activities, etc.	Number of department sponsored DEI related colloquia, invited speakers, training activities, and education opportunities
Develop and conduct a department climate survey every 3 years (e.g. TA/Faculty best practices document including issues of equity)	Review results of climate survey and develop department policies in response
Encourage participation in university facilitated DEI training	Number of faculty, staff, graduate students who have completed campus-wide diversity and equity trainings (e.g. SafeZone, Haven, etc.)

**2. RECRUITMENT & RETENTION:** *Recruit, retain, and support a diverse body of students, staff, and faculty*

Actions	Metrics
Identify candidates from underrepresented groups for open searches, target of opportunity proposals, and departmental diversity postdocs	Percentage of job applicants and job search finalists from underrepresented groups; Number of proposals for target of opportunity hires and diversity postdocs; Number of faculty from underrepresented groups
Continue our concerted effort to recruit graduate applicants from underrepresented groups (through advertising, networking, etc.)	Number of graduate applicants and current graduate students from underrepresented groups
Support and enhance faculty, graduate student, and staff mentoring networks within the department and across career stages	Complete and implement official department mentoring policy; Number of faculty, graduate students, and staff participating in mentoring networks
Identify candidates from underrepresented groups for staff positions	Percentage of job applicants from underrepresented groups; Number of candidates from underrepresented groups interviewed for open positions; Number of staff from underrepresented groups

**3. TEACHING:** *Create and sustain supportive and inclusive classrooms while encouraging course development that responds to diversity, equity, and inclusion goals*

Actions	Metrics
Offer courses that address DEI related topics and concerns (e.g., race, ethnicity, gender, class, sexuality, disability, etc.)	Number and percentage of undergraduate and graduate RELI course offerings that incorporate DEI content
Ensure faculty, staff, and graduate students are developing DEI competencies in their teaching and/or professional development	Number and percentage of faculty, staff, and graduate students participating in DEI related professional development programs/workshops/etc.
Encourage curricular innovations that reflect the department’s commitment to DEI	Number of course offerings and new curriculum courses offering DEI content (e.g., Power, Inequality, Difference / Ways of Knowing / Ethics / etc.)

**4. OUTREACH & ENGAGEMENT:** *Develop and strengthen campus and community partnerships to further equity and inclusion efforts*

Actions	Metrics
Engage in outreach at local, state, national, and international levels on topics pertaining to DEI	Number of faculty, staff, and graduate students with active outreach and engagement with campus, community, regional, national or international partners addressing DEI issues
Increase output of op-eds, public facing writing, public talks, and participatory research	Number of op-eds and other public facing work addressing DEI concerns

**5. RESEARCH:** *To foster research and promote scholarly activities that advance diversity, equity, and inclusion.*

Actions	Metrics
Promote research by faculty, staff, and graduate students on DEI related topics and issues (research ethics, etc.) through acknowledgment or recognition	Recognition on website of DEI work (research and service work)
Allocate departmental research funds to support work that fosters the DEI efforts of the department	Sum of department funds distributed toward DEI related work
Encourage faculty to share in service related to DEI goals	Identify DEI work in year-end annual review; Produce annual department DEI report