

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.