

Mason Gross School of the Arts

Equity, Diversity, and Inclusion Strategic Plan

Summer 2022



EQUITY, DIVERSITY & INCLUSION STRATEGIC PLAN





Strategic Pillars

Recruitment, Hiring, and Retention

Teaching and Learning

Programming, Scholarship, and Creative Practice

Community and Alumni Engagement



Recruitment, Hiring, and Retention

- Enhance recruitment efforts to attract students that more closely reflect the state of New Jersey, addressing access and equity gaps in the recruitment of underrepresented populations.

Action Steps:

- Establish new partnerships with high schools with excellent arts programs and a diverse student body, providing support for promising students to attend Mason Gross summer camps or recruitment events; begin with one or two such high schools and expand as possible.
- Collaborate with middle and high schools in underrepresented communities, including in New Brunswick, to help prospective students better understand and meet Mason Gross admissions criteria.
- Revise the school's scholarship allocation process to allow the Assistant Dean for Admissions and Enrollment Management greater flexibility in meeting the scholarship needs of admitted students at both the undergraduate and graduate levels.



- Address equity gaps in the graduation rates of low-income, first-generation, and Black and Latinx students.

Action Steps:

- Leverage the Mason Gross Office of Advising and Student Success as well as resources across the university such as the Rutgers Learning Centers to provide targeted support to students who are struggling academically.
 - Establish a Mason Gross student affinity group comprising underrepresented students to build community and develop peer support networks.
- Improve recruitment and hiring strategies to attract a faculty and staff that more closely reflects the state of New Jersey, closing equity gaps in the development and retention of underrepresented populations among faculty and staff.

Action Steps:

- Develop and implement evidence-based, written guidelines and processes for faculty and staff searches, including the requirement of STRIDE training for all search committee members.
- Articulate a coordinated, schoolwide strategy to submit proposals for faculty clusters and visiting faculty fellows within the Presidential Faculty Diversity Initiative.

- Devise a clear role for the principal Mason Gross equity officer to play in ensuring the implementation of best practices for diverse faculty and staff hiring.
- Establish a faculty mentoring program that includes training for mentors and ensures that every junior faculty member is assigned a senior faculty mentor.
- Demonstrate a commitment to valuing all staff members by providing increased professional development opportunities for staff, exploring the implementation of staff training as part of annual Staff Professional Development Days.



Teaching and Learning

- Review, amend, and expand curricular offerings to be more inclusive and more reflective of the diverse backgrounds represented across the Mason Gross student body.

Action Steps:

- Create structures and processes to ensure accountability related to departmental curricular goals as outlined in the Mason Gross Roadmap.
- Explore the creation of a schoolwide EDI requirement that could entail the creation of new courses, an EDI designation assigned to existing courses, or requirements related to programming.
- Provide faculty with resources to update existing courses to reflect evidence-based best practices for inclusive teaching and scholarship.

- Foster inclusive teaching practices and engagement with equity, diversity, inclusion and justice in the curriculum.

Action Steps:

- Promote EDI-related training programs offered by the university while developing arts-centered programs for faculty to explore issues of equity, diversity, inclusion, and justice in the classroom.
- Provide funding opportunities for faculty to attend conferences and workshops beyond Rutgers that provide EDI training for the classroom.



Programming, Scholarship, and Creative Practice

- Foster engagement with equity, diversity, inclusion, and justice in scholarship, creative activity, and public performance.

Action Steps:

- Establish schoolwide events that highlight diverse artists and programming.
- Provide funding to support the programming and commissioning of works by artists of color.
- Provide funding to ensure more inclusive representation of diverse artists and artists of color as guest lecturers, performers, and artists in residence.
- Provide resources to support faculty and student research and creative activity that contributes to more inclusive scholarship and programming.
- Leverage university resources to provide faculty with training and knowledge of best practices related to fostering and engaging in inclusive scholarship and creative practice.



It Started With
A Single Pale Opal



...u eat yet?
...ever been good at expressing myself verbally, but I wanted to take th
...tunity to tell you how grateful I am for you. Whenever I look at baby
...is of myself, I always find photos of me stuck to you like glue.
...3 years later, the situation hasn't changed. Although I've been away,
...ve always been in my thoughts.
...ys wonder how you are doing and I miss you so much. I miss you up to back at home. I
...s miss the taste of your food. You are the best ever since I was born
...and for that I will always be grateful. I am truly blessed to have
...wonderful and strong woman as my mother. My life never
...ing how you've raised this fruit of your love and patience. Thank you
...ve you!

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Community and Alumni Engagement

- Increase collaboration with artists, residents, and communities that more closely reflect the populations of the state of New Jersey, including in and around New Brunswick.

Action Steps:

- Implement new programs and initiatives that allow students increased opportunities to engage with the community through their art and scholarship.
- Seek partnerships with stakeholders across the university whose research, teaching, and programming centers around issues of equity, diversity, inclusion, and justice.
- Reassess the mission of Rutgers Community Arts to ensure that it engages meaningfully with underserved communities across New Jersey.

- Provide support to Rutgers Community Arts to serve as a pathway for a diverse pool of potential students at the collegiate level.
- Increase alumni involvement in support of community engagement initiatives and broader diversity goals.

Action Steps:

- Engage alumni as guest artists and career guidance mentors, highlighting the experience of artists and scholars of color as well as other diverse alumni.
- Explore the creation of an alumni affinity group comprising alumni from underrepresented populations.



