

**Department of Comparative Literature
Diversity and Inclusion Committee
Strategies for Meeting Departmental Goals**

January 25, 2018

On January 23, 2018, the Diversity Action Committee (Michael Allan, Jenifer Presto, Leah Middlebrook [chair]) met to discuss specific plans for addressing the goals set by the Comparative Literature faculty.

These goals are:

- 1) Foster an inclusive and accessible departmental climate with respect to our students, both undergraduate and graduate, and well as our faculty (in research, teaching and mentorship);
- 2) Support diversity-related research as it is broadly conceived;
- 3) Recruit and retain demographically diverse and historically underrepresented undergraduate students, graduate students and faculty;
- 4) Create opportunities for the department to discuss diversity and inclusivity through various forums, including but not limited to town hall meetings, discussion sessions and surveys; and
- 5) Collaborate with faculty in other departments and units to expand course offerings and workshops serving diversity.

-With respect to items (1) and (3):

Our department, led by Katie Brundan, will participate in the SAIL program in 2018.

The Director of Pedagogy is working with GEs and IORs to develop a portfolio of materials, resources and tools (guides to note-taking, representative scaffolded assignments, rubrics, etc.) to help create greater equity for all students in our undergraduate, gen-ed courses, regardless of prior preparation in long-format reading, close reading and academic writing.

The Director of Pedagogy will work with all departmental IORs on expanding the range of genders, worldviews and critical perspectives on course syllabi.

-With respect to item (2):

The Comparative Literature Department is the home of a key international scholarly venue, the journal *Comparative Literature*. Journal editor and committee member Michael Allan has proposed that we explore ways of engaging scholars, internally, nationally and internationally to reflect on key questions, problems and theoretical in diversity, inclusivity and equity research.

-With respect to items (4) and (5):

We plan to hold at least one campus-wide forum in 2018-19, in which panelists from a range of units bring their intellectual expertise to bear on the challenges faced by UO in the areas of diversity, equity and inclusivity.