

Eastern Mennonite University
Diversity Plan
2012-2017

Goals

1. Increase the percentage of racially diverse candidates in the initial teacher preparation program from the current 16% to equal the percentage of the institutional undergraduate goal for the fall of 2014 of 20%.
 - a. Work with multicultural services to invite racially diverse students to the ED 101 Exploring Teaching “Calling to Teach” Panel. (each semester)
 - b. In ED 101, engage an activity with candidates early in program to draw upon their personal experiences with diversity. (each semester)
 - c. Support campus initiatives with admissions counselors and the Director of Retention in recruitment and retention of teacher education candidates of diversity. (ongoing)
2. Systematically provide initial candidates with opportunities to interact with diverse peers
 - a. Collaborate with the Intensive English Program during ED 201 Computers in Education to provide initial candidates individual experience with an English Language Learner. (each semester)
 - b. Continue the ED 301 Needs of Diverse Learners panel in collaboration with multicultural services. (each semester)
 - c. Partner with HBCU to purposefully exchange candidates for a day. (2012-13)
3. Systematically provide candidates opportunities with diverse faculty and seek to hire a diverse candidate if/when a position in the education department becomes available.
 - a. Partner with HBCU to purposefully exchange faculty for a day. (2012-13)
 - b. New EMU policy provides for salary differentiation for diverse candidates. (implemented for 2012-13)
 - c. Director of MA in Education and Undergraduate Chair keep a database of qualified diverse adjunct faculty. (ongoing)
 - d. When hiring, coordinate with another EMU department to hire a faculty of cultural diversity (or host a diverse faculty member for a semester, month, or week).
4. Systematically provide initial candidates opportunities with diverse P-12 faculty during practicum and student teaching experiences.
 - a. Field experience coordinator will develop a database of diverse P-12 faculty to use as a resource. (ongoing)