



# CALL TO ACTION UPDATE

## Keithen Mathis, Assistant Dean for DEI

### CALL TO ACTION GOALS ACHIEVED

- Renamed the CSW Diversity Committee to Diversity, Equity, and Inclusion Committee (**page 22, strategic plan**)
- Revised the DEI Committee's composition to make the Assistant Dean of DEI a standing member (**page 22, strategic plan**)
- Revised responsibilities of CSW DEI Committee (**page 22, strategic plan**)
- Ensured that FSU CSW marketing materials include DEI content (**page 23, strategic plan**)
- Recognized and celebrated cultural holidays on all CSW forums (**page 24, strategic plan**)
- Provided field educators DEI education and resources (**page 30 strategic plan**)

### CALL TO ACTION GOALS IN PROGRESS

- Develop DEI tab on CSW Website (**page 22, strategic plan**)
- Recruit and retain a diverse student body (**page 12, strategic plan**)
- Recruit, retain, and promote diverse faculty committed to DEI through teaching, research, and service (**page 15, strategic plan**)
- Recruit, retain, and promote diverse staff committed to DEI (**page 15, strategic plan**)
- Establish a student DEI Committee (**page 23, strategic plan**)
- Diversify and modernize our curriculum to promote inclusivity (**page 29, strategic plan**)

### CALL TO ACTION GOALS FOR THE ACADEMIC YEAR 2022-2023

- Acquire greater skill and ability to participate and lead courageous conversations in teaching, research, or service (**page 20, strategic plan**)
- Create a CSW inclusivity campaign (**page 23, strategic plan**)
- Include land acknowledgements in written communication and oral presentations (**page 23, strategic plan**)
- Engage in difficult dialogue regarding DEI issues (**page 24, strategic plan**)
- Publicly condemn all forms of hate, including racism, sexism, homophobia, transphobia, heterosexism, xenophobia, ableism, etc. (**page 24, strategic plan**)
- Develop a mechanism for reporting bias and discrimination at the CSW (**page 24, strategic plan**)
- Develop a mechanism for addressing bias and discrimination at the CSW (**page 25, strategic plan**)
- Offer off-campus cultural and educational opportunities for students, faculty, and staff (**page 25, strategic plan**)
- Establish an engaging introduction to DEI concepts at orientation based on CSW DEI norms (**page 27, strategic plan**)
- Develop and implement an annual inclusion survey for faculty and staff (**page 28, strategic plan**)
- Establish an engaging introduction to DEI concepts at faculty orientation based on CSW DEI norms (**page 28, strategic plan**)
- Establish an engaging introduction to DEI concepts at staff orientation based on CSW DEI norms (**page 28, strategic plan**)
- Develop a mechanism to determine if field agencies practice social work values and proposed policies that address the need (**page 30, strategic plan**)
- Establish partnerships and sponsorships with diverse community partners in the Tallahassee/Big Bend Area (**page 30, strategic plan**)