

## Urban Planning Program Student Diversity Recruitment Strategy: Summary

### Huxley College’s Urban Planning and Sustainable Development Program Diversity and Recruitment Strategy

#### Part 1: Tactical Short-Term Activities

The Urban Planning program identified a series of immediate and short-term “tactical and pilot” actions for improving student diversity in the program. These activities are related to:

- Expanding student recruitment and retention from within Western
- Expanding student recruitment from the region served by Western
- Facilitating faculty hires with a commitment to diversity
- Strengthening diversity in the curricula of the Urban Planning program and the department of Environmental Studies
- Improving coordination with Western outreach and diversity programs
- Establishing a department and college commitment to a multi-year diversity plan
- Incorporating commitment to diversity as criteria for faculty and staff review
- Setting up a framework and guidelines for the development and implementation of a multi-year diversity plan
- Mobilizing faculty, students, staff, and administration commitment to working on diversity
- Identifying financial resources for diversity planning and implementation

These short term activities are divided into the three main categories listed above: 1) Student Recruitment and Retention; 2) Curriculum Review; 3) Faculty Recruitment and Retention; as well as 4) Strengthening ties with local, regional, national, and international communities and interest groups; and 5) Multi-year plan preparation. The following describes these activities in further detail, provides a timeline for implementation, and reports on the status of each of item.

#### 1. Student Recruitment and Retention

*Objective: expand undergraduate recruitment from within Western*

#### *Implementation Strategies:*

Start Date Target Date	Status	Strategy
Spring 2015 Spring 2015	Completed	Urban Planning shall develop an informational flyer to be disseminated with Fall 2015 incoming student orientation material and that includes description of majors, course sequences, careers, commitment to diversity, and available scholarships.
Spring 2015 Fall 2015	Started	Urban Planning program administrator shall request from Urban Planning faculty and Western Urban Planners (WUP) student association to form a group of faculty and students who shall attend information and orientation sessions conducted by Western student associations, clubs, and unions in Fall 2015 and provide information about the urban planning program. Pursued clubs include, but are not limited to, Black Student Union (BSU), Latino Students Union (LSU), South Asian Student Association (SASA), Ethnic Student Center (ESC), Queer

		Resource Center (QRC), Social Issues Resource Center (SIRC).
Summer 2015 Fall 2015	Not Started	The Urban Planning program administrator shall coordinate with Western Urban Planners (WUP) student association in order to participate in orientation sessions of other student associations.

*Objective: expand recruitment from community colleges in the region and streamline curriculum requirements for transfer students*

*Implementation Strategies:*

Start Date / Target Date	Status	Strategy
Winter 2015 Fall 2015	Started	Planning faculty shall participate with department Core Curriculum Committee (CCC) to identify and mitigate barriers for students transferring from Community Colleges.
Spring 2015 Winter 2016	Started	Urban Planning program administrator shall request from Urban Planning faculty and Western Urban Planners (WUP) student association to form a group of faculty and students who shall present informational material to advisors in the region's community colleges and provide introduction to planning lectures. Community colleges to be pursued include, but are not limited to:  Whatcom Community College, Skagit Community College, North Seattle Community College, Bellingham Technical College, and Northwest Indian College.
Spring 2015 Winter 2016	Started	The Urban Planning program administrator shall provide undergraduate advisor, Kathryn Patrick, informational material that highlights the multiple domains of planning, the program emphasis on social and environmental justice, and active interest in supporting a diverse student body.

*Objective: expand high-school recruitment from the region served by Western*

*Implementation Strategies:*

Start Date / Target Date	Status	Strategy
Fall 2015 Spring 2016	Started	Urban Planning program administrator shall organize annual rotating groups of faculty and students to coordinate with "Compass 2 Campus" (C-2-C) <sup>1</sup> staff and attend visits to high-schools in the region. Visits shall include presentations of majors and careers, commitment to diversity, available scholarships, and disseminate informational material about the program.
Spring 2015 Spring 2016	Started	The Urban Planning program administrator shall coordinate with undergraduate advisor, Kathryn Patrick, and request each planning faculty to attend and participate in one of her annual visits to high school in the region.
Fall 2015 Spring 2016	Not Started	Urban Planning program administrator shall identify ways to incentivize and institutionalize faculty and students to participation in "Compass-2-Campus" activities.

<sup>1</sup> C-2-C is a program that mentors students in under-represented communities from 5th grade till college. Western Washington University

## 2. Curriculum Review and Pathways to Excellence

*Objective: ensure that urban planning curriculum and contents are up to date with respect to diversity issues, debates, and discourses.*

### Implementation Strategies:

Start Date / Target Date	Status	Strategy
Winter 2015 Fall 2015	Started	Urban Planning program administrator shall review how diversity is integrated in Student Learning Objectives (SLO) of the various urban planning courses and identify ways of strengthening the integration of diversity in the curriculum.
Spring 2015 Spring 2016	Started	Urban Planning program administrator shall seek input from the Planning Advisory Board regarding diversity in the planning curriculum.
Fall 2015 Winter 2016	Not Started	Urban Planning program administrator shall request from faculty (TT and NTT) teaching courses that are required by planning students a statement indicating how diversity is addressed in their courses.
Spring 2015 Spring 2016	Not Started	Urban Planning program administrator shall appoint a "Curriculum Committee" from planning faculty (TT and NTT), planning students, and external faculty to review diversity in the planning curriculum.

## 3. Faculty Recruitment and Retention

*Objective: develop tools to facilitate faculty hires with a commitment to diversity and strengthening diversity in teaching, scholarship, and service.*

### Implementation Strategies:

Start Date / Target Date	Status	Strategy
Fall 2015 Spring 2016	Not Started	Urban Planning program administrator shall introduce and adopt policy that job searches and advertisement for all new tenured and tenure-track appointments shall include, as a requirement, that applicants have a demonstrated ability and commitment to work effectively with diverse student populations and advance scholarship that addresses diverse social groups. This policy will be in line with the President's Task Force on Equity, Inclusion and Diversity (TFEID) and guidelines from the Office of Equal Opportunity & Employment Diversity.
Fall 2015 Spring 2016	Not Started	Urban Planning program administrator shall work with the Environmental Studies department to include "bridge" funding for opportunity hires in the department's hiring plan. "Bridge" funding is available from the Office of Equal Opportunity & Employment Diversity for up to years to support opportunity hires that promote diversity.

Currently, the department is negotiating a faculty position to replace a faculty who contributed to the planning program. Urban Planning program administrator shall work with the Environmental Studies department chair, faculty, and Huxley dean to leverage funding sources to ensure faculty diversity in this hire.

Fall 2015 Spring 2016	Not Started	Urban Planning program administrator shall form a Non Tenure Track (NTT) Review Committee that includes planning faculty and students. The committee shall address diversity considerations in courses taught by Non Tenure Track (NTT) adjunct faculty by: <ul style="list-style-type: none"> <li>▫ introducing and adopting a policy that consideration for inclusion in the pool of NTT adjunct faculty shall include evidence of the candidate's</li> </ul>
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ability and commitment to work effectively with diverse student populations.

- proposing and adopting a review process of the pool of Non Tenure Track (NTT) faculty based on their demonstrated ability and commitment to work effectively with diverse student populations.
  - requiring all NTT appointments in urban planning courses shall be contingent on a verifiable statement to that effect.
  - introducing and adopting a process for active recruitment of NTTs that strengthen diversity in urban planning.
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#### 4. Community Outreach and Engagement

*Objective: Expand engagement with local interest groups*

*Implementation Strategies:*

Start Date / Target Date	Status	Strategy
Spring 2015 Spring 2016	Completed	Urban Planning program administrator shall work with planning faculty and students to establish an advisory board of alumnus and professionals that are representatives of the diverse interests that constitute the region.
Fall 2015 Spring 2016	Started	Urban Planning program administrator shall work with planning faculty and students to create an outreach and marketing program to engage under-represented communities and active organizations, as well as national and international advocacy groups. Identified interest groups include, but are not limited to: <sup>2</sup> <ul style="list-style-type: none"> <li>▫ Lummi Nation – Lhaq'temish – planning and public works.</li> <li>▫ Nooksack Tribal Council</li> <li>▫ Whatcom Hispanic Organization</li> <li>▫ Max Higbee Center</li> <li>▫ Whatcom PFLAG</li> <li>▫ West Coast Poverty Center at the University of Washington in Seattle.</li> </ul>

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#### 5. Multi-Year Diversity Plan

*Objective: Establish a Diversity Task Force (DTF) to conduct pre-planning efforts*

*Implementation Strategies:*

Start Date / Target Date	Status	Strategy
Spring 2015 Spring 2015	Completed	Urban Planning faculty, faculty from other majors, student representatives shall form a Diversity Task Force (DTF).
Spring 2015 Spring 2015	Completed	DTF shall identify existing diversity programs, initiative, partnerships, and best practices on WWU.
Spring 2015 Fall 2015	Started	DTF shall research and identify best practices, factors of success, and challenges in planning and implementation of diversity program in other institutions. Findings shall be shared with faculty and staff for review and feedback.

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<sup>2</sup> A description of the activities of each of these groups and organizations is included in Appendix Y.  
Western Washington University

*Objective: Engage and prepare Huxley College and the Department of Environmental Studies for the launch a department-wide diversity planning and implementation process*

*Implementation Strategies:*

Start Date / Target Date	Status	Strategy
Spring 2015 Spring 2015	Completed	DTF shall develop a roadmap to assist Huxley College and Environmental Studies department in launching the planning and implementation process
Spring 2015 Fall 2015	Started	DTF shall mobilize support within the department and college administration for initiating a diversity planning and implementation program.