



BELONGING Key Objective #2 Update

Dear Faculty and Staff,

The Office of Institutional Safety and Equity is continuing to share progress on the diversity, equity, inclusion, and belonging initiatives previously announced. Our first progress report was sent out on July 30, 2021, and you can find it [here](#).

As with the previous report, this Belonging Scorecard uses the RAG method to evaluate progress. The projects with **Red** dots are not started, **Amber** dots are in progress, and **Green** dots are complete.

Key Objective #2

PAFA's hiring, onboarding, professional development, training, and assessments embody best practices to attract and retain a diverse and inclusive faculty and staff.

Tactics	Target Measures	Status	Notes
2.1 Incorporate diversity as a performance measure within the faculty, staff, and student employee performance evaluation process.	How well the employees support and promote diversity, equity, and inclusion in their work.	●	Incorporated in staff evaluations and faculty self-evaluations. Leadership Model has been defined based on the competencies from the Caliper Profile and ICCA and integrated into the staff evaluations.
2.2 Expand the diversity calendar of events, celebrations, historic dates, and holidays to include the student body.	Calendar published.	●	Monthly newsletter and calendar is being published. Past newsletters and calendars are posted to the DISE website.
2.3 Establish Belonging as a standing committee on diversity, equity, and inclusion with an identified charge and term limits.	Committee created and functioning.	●	Committee meeting monthly and additional faculty have been added.
2.4 Create a diversity and inclusion position; DEI Coordinator.	Creation of position and person hired.	●	Director of DEIB was hired August 2020.
2.5 Create a required diversity workshop, "The Heritage of Diversity and Inclusion at PAFA," for all new and current faculty and staff.	Workshop offered every fall, beginning fall 2020.	●	Using Everfi Diversity and Inclusion training for all faculty, staff, and students. A Heritage video is complete and a new orientation for faculty, staff and students.
2.6 Incorporate diversity speakers into the PAFA Speakers Series.	Prominent multi-cultural speakers visit campus as part of professional development workshops.	●	Post-election speaker series, MLK, Black History Month are include people of color as speakers. Each monthly theme incorporates diverse speakers from a wide range of industries for a broader discussion.
2.7 Conduct a biennial Diversity and Equity Survey to monitor progress toward creating an inclusive environment, publicizing all data and findings, and comparing results to baseline data to make additional recommendations.	Survey instruments developed, data collected, and reports published and disseminated on benchmarks developed by the committee. Develop a written annual DEI report that addresses progress within each theme. Develop progress calendar and other reporting methods as needed.	●	Deferred.
2.8 Develop plans to improve number and percentage of historically underrepresented faculty.	Develop an education module for all search committees regarding diversity and inclusion for hiring.	●	Last few faculty hires have been people of color.
2.9 Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.	Identify policies and practices that currently hinder access and inclusivity for underrepresented students and employees and make changes to address such policies and practices.	●	CCP workshop for the supervisor forum was facilitated on what is hidden bias. Principles of Conduct were adopted May 2021 and published to the new DISE website. Leadership Model has been defined based on the competencies from the Caliper Profile and ICCA.
2.10 Identify and allocate resources to diversity and inclusion experiences for faculty.	Develop a faculty and staff professional development on inclusion pedagogy, specifically inclusive course design.	●	Faculty attend a workshop on inclusive practices for syllabi in Spring 2021.
2.11 Create and publish compensation and reporting structures, incentives, rewards in performance, and promotion for faculty and staff, to enhance fair and equitable pay practices.	Clear policies and practices on reclassifications and annual merit. Budget allocation for paid internships.	●	Payboard was purchased in October 2019 and expanded in July 2020 to share reporting relationships and organizational chart. Living wage for PAFA was established as \$12.50. Compensation statements were released July 2021 for staff and appointed faculty.
2.12 Recruit senior leadership from diverse backgrounds and lived experiences.	Applicants for leadership positions demonstrate a commitment to diversity and inclusion.	●	Next search is for a President & CEO. 6 of 8 senior staff positions are women.

The ongoing work of creating a pluralistic community requires continual re-evaluation. With your help, PAFA is committed to keep moving forward. Stay tuned for our third progress report, which will be out in the coming weeks.

Would you like to delve deeper into the progress made? Check out these links:

- [Principles of Conduct](#)
- [Diversity Calendar](#)
- [Leadership Model](#)
- [Performance Communications](#)
- [Video - "The Heritage of Diversity and Inclusion at PAFA"](#)
- [Compensation](#)
- [Employee Activities Committee](#)
- [Recorded Workshops](#)

OISE-HR Website

**Pennsylvania Academy of the Fine Arts
Office of Institutional Safety & Equity**