



## BELONGING Key Objective #3 Update

**Dear Faculty and Staff,**

This is the final progress report for key objectives in the Belonging report at this time. We have previously shared the scorecards for both Key Objective 1 and Key Objective 2. You can find them here. The Office of Institutional Safety and Equity is committed to keeping you informed on the progress of the work being done to create a pluralistic community.

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 #3:**

PAFA's curriculum, exhibitions, programs, facilities, policies, and services reflect the needs and contributions of our region and nation's diverse composition to attract and retain a diverse and inclusive student body.

Tactics	Target Measures	Status	Notes
3.1 Thread PAFA's core values throughout all communication materials (signage, collateral, website, social media campaigns), student programming, professional development, and meetings.	All constituents, including the public, should be able to articulate and identify PAFA's core values.	●	Vice President of Human Resources will manage the internal branding of diversity and core values. Website will become signage. See goal 3.5.
3.2 Add DEI statement on course syllabi to signal commitment to creating an inclusive and supportive climate for all students: accommodations for disabilities and various learning styles, course discipline design, and accessible course materials.	DEI and accessibility reflected in course material.	●	Adopted by faculty for 2021-22 syllabi.
3.3 Increase collaboration among student organizations by assessing events of student groups, identifying events with similar themes, and encouraging collaboration and involvement across student groups.	Successful intra-group collaborative programming.	●	
3.4 Ensure PAFA facilities are ADA compliant, accessible, and safe by conducting annual tour of campus and reviewing policies and procedures. Training for key staff.	Facilities are reviewed annually and action plans initiated. Internal constituents understand policies, procedures, access.	●	
3.5 Build new and/or retrofit existing facilities and amenities for family inclusive and unisex bathrooms, changing stations, and designated nursing spaces (staff, student, public).	New and/or improved facilities.	●	
3.6 All marketing and communication messaging in print, digital, web and video developed at PAFA should reflect the diversity of the campus as well as promoting inclusion through accessibility. Also, ensure PAFA's diversity statement is included on print materials where appropriate.	Promotional materials reflect diversity. Stakeholders have an increased understanding of the cultural climate and community experience.	●	
3.7 Establish realistic and manageable goals for school and museum project collaboration: exhibition production, curriculum, programming, onsite resources.	Increase internal utilization of school/museum resources, streamlined communications; increase engagement across institution.	●	Curators will be co-taught a College course. Additional planning is needed to increase museum/school engagement.
3.8 Build educational support services. Communicate details of current educational support services.	Increased use of support services, improved student performance and retention. Reestablish Director of Academic Services role.	●	
3.9 Improve communications and support for international students regarding finances, ESL, access to services, travel, and legal precedence.	Develop central repository for resource information, alignment of support staff.	●	International student information has been redirected to the VP of Enrollment Management and Dean of Students.

We hope you have found the progress reports helpful and are proud of the work that has been accomplished already. This work is never ending, but with your help, PAFA is committed to keep moving forward.

We encourage you to dive deeper into the work that is happening in this area by exploring 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](#)