

## **MLL Diversity Action Plan for AY 2021/2022**

### **Goals and Priorities Met in 2020/2021**

#### **Faculty Recruitment, Hiring, and Retention**

- Due to the pandemic-related hiring freeze, the planned search for a TE in Hispanic Studies with a specialization in inter-ethnic, inter-faith dynamics in Medieval Iberia could not take place.
- MLL faculty have been hit particularly hard by the ongoing cuts in NTE positions, and our faculty have been active and vocal in advocating for equity for all faculty on campus (4 out of 4 NTE positions in MLL that are under threat of non-renewal are currently filled by 4 women, all of whom are non-U.S. citizens). Outreach to advocacy groups (union, AAUP, etc.) has begun.

#### **Student Recruitment, Retention, and Support**

- In close cooperation with two new student representatives on the MLL Diversity and Inclusion Committee, MLL has organized a workshop geared towards First Generation/Low Income (FIGLI) students and students from underrepresented backgrounds regarding W&M's Foreign Language Proficiency Requirement (the courses for which are provided almost exclusively by MLL), study abroad opportunities etc. Student representatives from FIGLI were involved in the planning for this event, and in preparation for it had visited a department meeting in the fall to introduce themselves and their organization. CSD and WMSure leadership consulted on the agenda for the workshop.
- On the prompting of our student representatives, MLL organized a Roundtable on Gender-neutral Language in the Foreign Language Classroom. This event drew a high number of student participants, and discussion was frank and at times difficult. As a result of this event, MLL will work on a new set of best practices for the teaching and use of gender-neutral language in our classes that are conducted in the target language.

#### **The Curriculum**

- Due to a suspension of the long-running Language Houses (we did not receive permission to hire International Fellows for the AY 2020/2021 or AY 2021/2022), the already-approved pilot program to offer COLL 300 credit to Language House residents could not be implemented.

#### **Department Climate and Resources**

- Two new student representatives for the MLL Diversity and Inclusion Committee were appointed. They ran last year's Climate Survey a second time in Fall 2020, and then interpreted the results and presented them to the Committee and the whole department. On the basis of these results, the Roundtable on Gender-neutral Language in the Foreign Language Classroom (see above) was initiated.
- Decolonizing Humanities Project: Professors Sheehi (Arabic Studies) and Rivera Santana (Hispanic Studies) organized a campus-wide series of interconnected workshops and poetry readings on the topic of settler societies and the ongoing need for decolonization.
- We renewed our request for a gender-neutral bathroom in Washington Hall.
- Two MLL faculty have received a Diversity Recognition Award this year: Robin Ellis (German Studies) and Calvin Hui (Chinese Studies).

## Goals and Priorities for AY 2021/2022 (updated in October 2021)

### Faculty Recruitment, Hiring, and Retention

- Faculty hiring in the department remains highly restricted. In the interest of social justice for the most vulnerable positions, the department seeks to prevent the normalization of hiring adjuncts instead of full-time, benefit-carrying Visiting Assistant Professors and Lecturers on a track to Senior Lecturers.
- MLL will again request a TE in Hispanic Studies with a specialization in inter-ethnic, inter-faith dynamics in Medieval Iberia. **(Approved in September)**
- MLL will work with the relevant offices on campus to develop an employment structure for NTEs that is fair.

### Student Recruitment, Retention, and Support

- As a result of a Roundtable on Gender-neutral Language in the Foreign Language Classroom held last spring, the department has formed a working group to prepare a framework for new syllabus language and best practices, which will be disseminated to each program for language- and program-specific amendments. A department meeting will be called in late summer to discuss implementation for the first day of classes. **(New syllabus language and best practices shared)**
- The Diversity and Inclusion Committee will continue to evaluate the MLL Climate Survey and address issues brought up by students (in particular, those related to race and class).

### The Curriculum

- Various on-campus COLL 300 and 350 offerings are planned for AY 2021/2022. MLL faculty will continue to engage in course design and implementation of these COLL requirements.
- MLL will develop a concrete plan for implementation of the already-approved on-campus COLL 300 pilot course for Language House residents.
- MLL will work with the Dean's Office to ensure that the sustainable curriculum efforts address diversity and inclusion.
- MLL will work to ensure that the "Foreign Language" Proficiency (FLP) remains an integral part of the COLL curriculum so that all students may benefit from exposure to other languages and cultures.

### Department Climate and Resources

- Our student representatives have played a large role in our efforts and we will continue the practice of inviting at least two of them, preferably majors/minors from different programs, to our MLL Diversity and Inclusion Committee. One of our student representatives is graduating, and one will continue. A new student will be recruited in the fall. Student members offer office hours and meet with students to discuss problems and ideas regarding diversity and inclusion in the classroom and the department as a whole. **(Another student selected in September)**
- MLL will continue to work with the Dean's Office to guarantee the diversity of W&M's Arts Vision.
- MLL will begin the discussion on the proposed name change of the FLP (from Foreign Language Proficiency Requirement to Linguistic Diversity Requirement) in the department and beyond. **(The department discussed this issue and decided to postpone any major change)**