

School of Art + Design
Diversity and Inclusion Initiative
Responsive Action Plan: Recent Race and Justice Events

Prepared by: Annie Buckley, Director, School of Art and Design

Process: Developed with specific input from speakers at the June 2020 meeting: lecturers Amy Sanchez Arteaga and Neil Kendricks; and students Sabrina Davidson, Naomi Adeyemo, and Bilal Mohamed.

Supporters: This initiative is supported by the School of Art + Design; the Jack Webb and Joan Schlossman Fund for Art and Social Justice and the Michele Schlecht Visiting Artist Fund.

Date: 6-23-2020; revised 09/15/2020

School-Focused

1. The Diversity and Inclusion Committee will meet over the summer to draft a set of guidelines to be implemented in fall 2020. Committee members include students, staff, lecturers, and TT faculty members. The committee will meet twice over the summer on a voluntary basis. In addition, we plan to fund two lecturers of color to initiate monthly dialogues for faculty through the AY to continually revisit topic of anti-racist teaching in practice and offer support (\$2500 each through PDF) and an outside group to offer training (cost TVD). The DI committee will focus on the following:

1.1 Develop a set of guidelines and best practices for supporting inclusivity and diversity in the School of Art + Design and empower all to be anti-racist and decenter whiteness.

- Research best practices in decolonizing curriculum, supporting school culture, and ongoing self-education of race and equity issues in art and design. (Summer/Fall 2020)
- Create guidelines and recommendations to support the culture, curriculum, and teaching in the School of Art + Design to be more emphatically anti-racist and to decenter whiteness in curricula, art on view, and dialogue. (AY 20-21)
- Share ideas with faculty to gather further input, finalize, and implement. (Fall 2020)
- Design and implement sustainability plan to support ongoing reflection and sharing of resources throughout first two years of implementation. (AY 20-21)

1.2 Evaluate and revise curriculum for issues of race, gender, equity, and diversity. (Summer and Fall 2020)

- Embark on curriculum revision process with faculty to update programs and simultaneously ensure that all courses include a diversity of artists, writers, designers, theorists, and scholars throughout the curriculum.

- Assess critique strategies in School (class visits, faculty self-assessments, student surveys) to ensure that multiple perspectives are encouraged and valued.
- Develop a brief report summarizing findings and making recommendations for best practices for critique to ensure multiple viewpoints and diversity of approaches.
- Develop a service-learning course to connect SDSU students with local communities to bring arts programming to those that don't otherwise have access to it. (Fall 2020)

1.3 Establish an Institute for the Arts and Social Justice to highlight and support arts and activism practices, expand access to the arts in the community, and cultivate connections with other disciplines and departments in the University. (Spring 2021 – Fall 2022)

- Support a faculty member to coordinate community-based art initiative across the School including service learning, workshops, campus tours, mural programs, etc

2. Support alumni and students in expanding mural program to reflect artists, designers, and scholars of color and to commemorate current protests. (Funded by Webb fund, begin Summer 2020).
3. Hold all-School meeting of Diversity and Inclusion committee to address current historic time in history with student and faculty speakers of color expressing their experience of representation in School. Funded speakers \$250 each from General funds to share experiences. (June 11, 2020)
4. Create and maintain resource archive including articles, book chapters, links, and other for faculty and staff to access for ongoing learning about race, equity, gender, and diversity. (started June 2020; ongoing)
5. Website Updates – Revise letter from the Director to express School's commitment. (June 2020) Add Guidelines document and plan for implementation to website when completed. (Fall 2020)

Community-Focused

1. Host a virtual teach-in for students and alumni on approaches and strategies for art and activism. (AY 20-21)
2. Develop and host a virtual seminar on Amplify: Art for Change with national and international speakers sharing best practices in art and activism with focus on inviting artists and designers of color and/or differently abled, and/or LGBTQIA. (Fall 2020 – Spring 2021) (\$250/speaker; funded by combination of general and Schlecht donation.)
3. Hold Trauma-informed Art Workshops for community members and other SDSU campus identity groups over Fall 2020 and Spring 2021. (facilitated by Prison Arts Collective and supported by outside grants and Foundation funds in the School of Art + Design; begin fall 2020)
4. Hold monthly campus visits for HS students from areas of San Diego with limited access to arts education and where students are likely to be first generation college students. Plan in Summer 2020 and implement in AY 2020-21. Graduate student coordinating team for planning and

implementation. (Funding being sought for outreach from donors and/or general funds)