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Let's face it. Some of you may be weary of the word *diversity*. We know that diversity is important – vitally so in fields such as journalism and communications – but we hear the word so often, and in so many contexts, that we risk becoming inoculated to it.

For ACEJMC-accredited programs, diversity also represents a hurdle every six years. As one of the nine standards for accreditation, diversity is closely scrutinized in terms of faculty, students, curriculum, supportive climate and assessment. It's also the standard with the most tables to complete, suggesting that it is largely a quantifiable concept.

As a result, the 2007-08 ASJMC Diversity Committee decided to undertake an initiative to revisit and energize the word by compiling good ideas for the writing of a diversity plan and for successfully implementing a plan. We did so by sifting through diversity plans and self-studies from more than 50 journalism and communication programs nationwide.

We read some really good diversity plans, and a few awful ones. We give examples from both, believing we learn from observing both the good and bad. True to our promise when we solicited the diversity plans and self-studies, we do not identify any program by name. Our purpose is to generate more innovative thinking related to that oft-used word *diversity*.

2007-08 ASJMC Diversity Committee

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