



Howard University
Cathy Hughes School of Communications
Diversity and Inclusivity Plan -- 2021-2026*

The mission of Howard University is “to provide an educational experience of exceptional quality to students of high academic potential with particular emphasis upon the provision of educational opportunities to promising Black students.” In fulfillment of its mission, the University does not discriminate on the basis of race, color, national or ethnic origin, sex, marital status, religion, handicap, age, sexual preference, political affiliation or any other basis prohibited by Federal or District of Columbia law. This policy covers administration of the University's educational policies, admissions policies, scholarship and loan programs, other University-administered programs, and employment.

With the University’s mission as its foundation, the Cathy Hughes School of Communications has adopted the following institutional documents to undergird this Diversity and Inclusivity Plan:

- The official University Mission Statement
- The University’s Policy and Procedure on Equal Opportunity in Employment and Education Programs and Activities
- The Howard University Policy Against Sexual Harassment and Gender Based Discrimination in Education Programs and Activities

The Cathy Hughes School of Communications is committed to sustain its strength in continuing its activities that mentor, support and retain students, faculty and staff who are members of federally protected groups. The goal of the Diversity and Inclusivity Plan (AY 2021-2026) is to ensure that the culture of the Cathy Hughes School of Communications is supportive, welcoming and conducive to the success of all individuals, especially those of federally protective groups. With this commitment, the following objectives and strategies have been designed to accomplish this commitment:

Objective 1: Develop a school-wide culture that produces ethnically diverse leaders committed to enhancing the diversity efforts of the communications industry.

Strategy 1. Establish a schoolwide Diversity and Inclusion Committee to ensure the proper execution of all current and future plans.

Strategy 2. Designate an advocate in the Office of the Dean to support the efforts of the schoolwide Diversity and Inclusion Committee.

**(Approved by full CHSOC faculty on May 11, 2021.)*

**Revised May 2021*



- Strategy 3. Amplify Howard University policies and activities that support a diverse, inclusive, and equitable campus environment by sharing information with faculty and students via email, social media and newsletters.
- Strategy 4. Provide students with opportunities to intern and work at diverse organizations by establishing connections through the Cathy Hughes School of Communications' sponsored job fairs.
- Strategy 5. Enhance the culture of acceptance and inclusivity of students, faculty and staff from the LGBTQ+ community by (1) identifying faculty ambassadors who can directly support LGBTQ+ students, faculty and staff, (2) introducing or reintroducing students, faculty and staff to issues related to the LGBTQ+ community, and (3) establishing an online resource space on the official school's website.
- Objective 2: Support a gender-balanced environment of students, faculty and staff who come from diverse, multicultural backgrounds who are committed to supporting and advancing the mission of Howard University.**
- Strategy 1. Support faculty participation in professional organizations that serve diverse populations.
- Strategy 2. Ensure recruitment activities reach out to diverse populations.
- Strategy 3. Ensure hiring announcements either occur in diverse publications or within ones with a diverse readership.
- Objective 3: Maintain curriculum and pedagogy that affirms and reinforces the richness and benefits of diverse, inclusive and equitable environments.**
- Strategy 1. Support faculty development of diverse lessons through connections with internal resources, including CETLA.



- Strategy 2. Provide financial support and release time for faculty to participate in academic and industry organizations that support the CHSOC Diversity and Inclusivity Plan and work to enhance their teaching pedagogy.
- Strategy 3. Invite guest speakers to participate in specialized programming as well as classroom discussions that celebrate and/or educate attendees on issues related to diversity and inclusion and enhance students' educational experience.
- Strategy 4. Provide support for students to gain knowledge and understanding through participation in university activities or industry sponsored organizations that focus on diversity, inclusion and equity.
- Objective 4. Develop partnerships with other colleges and universities that allow Howard University students exposure to other diverse cultures and environments.**
- Strategy 1. Establish Domestic exchange programs with Predominately White Institutions as well as international institutions.
- Strategy 2. Develop partnerships to share resources and knowledge as well as create co-sponsored events with other chapters of national student organizations from Predominately White Institutions as well as international institutions.
- Objective 5: Position the Cathy Hughes School of Communications to become a national repository of knowledge about the communication dynamics and experiences of African Americans and other populations of the African Diaspora.**
- Strategy 1. Develop research that focuses on communication issues that impact African Americans and other populations of the African Diaspora.
- Strategy 2. Promote appearances of faculty and students who are involved in activities that address the of African Americans and other populations of the African Diaspora.



- Strategy 3. Develop activities for student research to celebrate or inform them of the communication dynamics and experiences of African Americans and other populations of the African Diaspora.
- Strategy 4. Enhance the support and dissemination of the Howard Journal of Communication.



Addendum 1

ADA and Sexual Harassment Policies

ADA POLICY

In compliance with the law (Section 504, Rehabilitation Act and the American with Disabilities Act, "ADA"), Howard University is committed to providing its disabled students with reasonable accommodations. Howard University is committed to providing an educational environment that is accessible to all students, in accordance with this policy, students in need of accommodations due to a disability should contact the Office of the Dean for Special Student Services for verification and determination of reasonable accommodations as soon as possible after admission to the University, or at the beginning of each semester. The Dean of the Office of Special Student Services can be reached at (202) 238-2420.



Addendum 2

Sexual Harassment Policy

HOWARD UNIVERSITY POLICY AGAINST SEXUAL HARASSMENT AND GENDER-BASED DISCRIMINATION IN EDUCATION PROGRAMS AND ACTIVITIES

POLICY STATEMENT

Howard University (the “University”) reaffirms its commitment to provide opportunities in education and employment free from illegal discrimination based upon gender, sexual orientation, or marital status. In furtherance of this commitment, the University strives to maintain an environment in which all members of the University Community¹ are: (a) judged and rewarded solely on the basis of relevant factors such as ability, experience, effort, and performance; and (b) provided conditions for employment and educational pursuits that are free from gender-based coercion, intimidation, or exploitation.

It is the policy of the University not to discriminate against any employee or applicant for employment on the basis of gender in violation of any applicable law including, but not limited to, Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000e), and the District of Columbia Human Rights Act (D.C. Code § 1-25 12).

It is also the policy of the University not to discriminate on the basis of gender in the education programs and activities that it operates. Such discrimination is a violation of Title IX of the Education Amendments of 1972, as amended (-Title IXW), and its implementing regulations (34 CFR Part 106). This prohibition against gender-based discrimination also extends to employment in education programs and activities and to admission to such programs and activities.

In addition to violating Federal and local law, sexual harassment can result in both physical and psychological harm to victims, while corrupting the positive work and academic environment the University strives to maintain. Therefore, sexual harassment on the part of any member of the Howard University Community shall not be tolerated under any circumstance or condition.

Engaging in sexual harassment or failing to carry out the responsibilities established by this Policy, will give rise to disciplinary action, up to and including separation from the University.

While it is the responsibility of the University to disseminate this Policy, it is the responsibility of each member of the University Community to read the Policy and to become familiar with its provisions. Moreover, failure to follow the procedures set forth in this Policy may inhibit or prevent the University from properly investigating an instance of alleged sexual harassment, or from taking appropriate remedial action.



Therefore, if an alleged victim fails to follow such procedure he or she may be left without a remedy under this Policy.

The University considers all allegations of sexual harassment to be extremely serious matters. Every complaint of sexual harassment submitted to the University in accordance with this Policy will be reviewed and investigated. The submission of false, spurious, or frivolous claims, however, will result in the immediate consideration of disciplinary action, up to and including termination or, in the case of a student, suspension or expulsion. In addition, in any legal action precipitated by a violation of this Policy in which the University and a member of the University Community are named as “co-defendants,” the University may refuse to defend and/or indemnify any co-defendant who is responsible for that violation.²

THIS POLICY IS APPLICABLE TO SEXUAL HARASSMENT IN EMPLOYMENT AND TO BOTH SEXUAL HARASSMENT AND OTHER GENDER-BASED DISCRIMINATION IN EDUCATION PROGRAMS AND ACTIVITIES. GENDER-BASED DISCRIMINATION IN EMPLOYMENT IS COVERED BY THE HOWARD UNIVERSITY POLICY AND PROCEDURE ON EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION PROGRAMS AND ACTIVITIES.

This Policy applies to all members of the University Community. The actions proscribed by this Policy are also applicable to all individuals who are on University premises or on any other property where the University conducts its business. If such an individual commits an act in violation of this Policy, the University will take appropriate remedial measures under the circumstances to sanction the offender, to mitigate against the potential for recurrence, and to discipline any member of the University Community who may have participated in such conduct or may have failed to stop such conduct when he or she had the authority to do so.

The University’s Office of Human Resource Management is primarily responsible for implementing this Policy with respect to employment matters and for ensuring that all employees are adequately trained or otherwise made aware of their responsibilities under this Policy.

The Title IX Coordinator is primarily responsible for implementing this Policy with respect to students.

The Executive Vice President and Chief Operating Officer shall ensure that appropriate notice of this Policy and its content are distributed to all University vendors and those seeking to do business with the University.