



School of Film and Television

DEAN'S OFFICE

Dean: Peggy Rajski, MFA
Associate Dean: Kathleen Ruiz, MBA
Interim Associate Dean: Beth Serlin, MFA
Assistant Dean: Johana Hernandez, MFA

<https://sftv.lmu.edu/>

OVERVIEW

The SFTV Equity Council is developing a process and priority list for reviewing processes and actions to be taken.

We are developing our approach to this analysis through concrete and structured analysis.

SFTV EQUITY, DIVERSITY, & INCLUSION COUNCIL

Council Director

Charles Swanson – Professor, Production Department
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Academic Associate Dean (Ex-Aficio)

Beth Serlin – Professor, Screenwriting Department
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Council Members:

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SFTV Equity, Diversity, & Inclusion Council

POINT OF CONTACT

Charles Swanson

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PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit will report on their progress to the community on March 16, 2021.

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SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

The Council is working towards defining its role within the University, as well as its autonomy towards implementation. Currently, we have prioritized Systemic Analysis Action Steps 1, 2, 6, 7, and 8. Once clear and definitive goals are in progress, the Council will embark on Action Steps 3 and 4.

The SFTV Equity recognizes its responsibility in creating a more diverse and equitable LMU community and is dedicated to the development of long-term aids and policies that will bring this to reality.

ISSUES IDENTIFIED

The Council has recently set to work on identifying issues that will be outlined in the following progress report.

ACTION STEPS

- * A reevaluation of each SFTV unit's Mission and Vision Statements alignment to the responses and action previously taken.
- * Research on, funding and implementation of anti-racism and anti-bias trainings for faculty, staff and student constituencies.

 Faculty hiring to increase representation of underrepresented groups.

- * Development of assessment and accountability techniques for departmental capacity to address the needs of a diverse population.

OUTCOMES

* Updated Mission and Vision statements that aim to provide the frame work for the establishment of equity, inclusion and diversity protocols, pedagogy and processes. The efficacy of these processes to be assessed in the annual Equity Council Report.

* Implementation of anti-racism and anti-bias trainings for faculty, staff and student constituencies. Assessment of the training's efficacy will be developed and presented in our annual Council Report.

* Creation of rubrics that measure the success of policies developed by departments in addressing diversity and inclusion efforts. Creation and implementation of steps that can be implemented to address non-compliant units and departments (Accountability). Assessment of these measures/policies will have to be researched and developed.

 Funding and securing faculty and staff hires of color and underrepresented communities. That will expand the diversity and equity of our SFTV culture and curricular offerings. Expansion of recruitment efforts for various underrepresented student populations. The expansion of scholarships and retention funding for students from underrepresented communities. Assessment measures will have to be researched at this time.

LEGEND FOR PRESIDENTS COMMITMENTS

 Hiring

* Culture and Climate

 Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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|---|--------------------------------------|
| 1. Listen to your team and constituents | 5. Analyze strategic partnerships |
| 2. Review infrastructure and policy | 6. Evaluate vision/mission statement |
| 3. Review scope and content of programs | 7. Identify training needs |
| 4. Evaluate structural diversity (data) | 8. Accountability and Assessment |