Personnel and Project Narratives:

- **Associate Dean for Community Engagement & Academic Inclusion.** This allocation supports employment of an associate dean who shapes the academic college’s focus related to diversity, equity, and inclusion, develops strategic initiatives and partnerships to enhance the community engagement profile, leads in measuring diversity and inclusion outcomes, and oversees programming with an education justice focus.

- **Graduate Assistant.** A graduate assistant supports the associate dean in matters of project coordination.

- **Find Your Future Summer Camp.** This item refers to a five-day residential program the JRCoE has designed to recruit and prepare high school students of color who are interested in becoming teacher-educators. This program seeks to address student underrepresentation in the College as well as the critical shortage of teachers of diverse backgrounds in the state of Oklahoma and across the country.

- **Diversity Scholar’s Event.** This is an annual event in the College of Education to encourage graduate students across campus to present research on issues of diversity, inclusion, and indigenous education. The event also attracts members of the Norman community.
• **Urban Teacher Preparation Academy.** This item refers to a program that prepares pre-service teachers to better serve the diverse needs of students in high-needs schools in urban environments.

• **JRCoE Education Justice Conference.** This item refers to an annual JRCoE conference. The purpose is to promote graduate student research scholarship related to equity and justice in education. Additional professional development workshops with this same aim are held for personnel.

• **Film Screenings and Panel Discussions.** This item refers to special topic film screenings and subsequent guided conversations with expert panelists to promote dialogue and organizational change related to equity and justice.

**Policy and Structural Narratives**

• **JRCoE Diversity Advocacy.** All members of a search committee are considered active advocates for the university’s commitment to intentionally act to create a diverse and inclusive community. The diversity advocate is a full, voting member of the search committee who advances this commitment by promoting the most effective and inclusive search possible and monitors the process during all phases. The JRCoE houses several resources to support this work.

• **Multicultural Education Committee.** This committee, comprised of cross-department faculty, staff, and students, advises the JRCoE about College-wide policies and events.

• **Education Professions Division Advisory Council.** This council is comprised of a diverse group of retired and practicing education professionals who provide guidance and support to OU professional education programs and promote and facilitate university-community partnerships and collaborations.

**Projects in Development:**

• **Dean’s Advisory Council on Equity and Inclusion.** The primary aim is to advise the dean on the development and implementation of fair policies and practices.

• **Tribal Partnerships.** The JRCoE is actively pursuing collaborative initiatives with tribal representatives and entities. Meetings have included tribal leaders in Tulsa, Oklahoma, Muscogee (Creek) Tribe Education Secretary, Oklahoma tribal finance consortium, and the Governor of the Absentee Shawnee Tribe. The JRCoE has held orientation meetings to initiate collaboration around a variety programs including Find Your Future and other academic and social programming.