

Diversity, Equity and Inclusion Committee

End of Year Report

2020/2021

April 11, 2021

Committee Membership:

Tina O’Neal (co-chair), Amy Pickard (co-chair), Charlotte Agger, Derya Dogan, Aly Elfreich, Marlene Gardener, Dan Hickey, Dave Shriberg, Erik Tillema, Ellen Vaughan, Quinten Wheeler-Bell.

The committee was divided into sub-committees and tasked with the following charges:

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| Charge 1 | -Determine role of committee in diversity plan implementation -Determine relationship between committee and Office of DEI and responsibilities of each |
| Charge 2 | Organize and facilitate Teach Educate Act (TEA) Talks to create ongoing opportunities for faculty, staff, and students to engage in courageous and risk-taking conversations about DEI. (From diversity plan) |
| Charge 3 | Develop a search “toolkit” of comprehensive guidelines for faculty searches and a tool kit to explore creative options to attract faculty of color. |
| Charge 4 | Review P&T tenure and promotion criteria |

Charge 1 (DEI committee and ODEI Responsibilities)

- Actions and Outcomes:

To determine the relationship and responsibilities between the DEI committee and Office of DEI Erik and Ellen has drafted a model for how ODEI and the diversity committee can function together. Recommendations in the draft include having each department head report twice to the diversity committee per year; once at the beginning of the year to state departmental goals related to diversity, equity, and inclusion and once at the end of the year to report on accomplishments related to goals. The draft also outlines that the diversity committee’s role should be to “discuss and decide” while ODEI’s role would be to “develop and implement”. The draft also outlines that the diversity committee’s responsibilities would be to write policy and review diversity plan while ODEI’s

responsibilities would be education, programming, and data storage. The draft outlines that the relationship between the two should be reciprocal where this relationship would be to consult, report, and review.

- Recommendations for Future Action
We need to present the model to the committee, get feedback on it, and then implement facets of it.

Charge 2 (DEI Tea Talks)

- Actions and Outcomes:
Three TEA talks have been held as of this writing and a fourth is scheduled for April 16. The first three were for the entire SoE community and the fourth speaker will be doing one session for the entire SoE community and another just for students (undergraduate and graduate). These events have been well attended and all spoke directly to the role of race in education.
- Recommendations for Future Action
TEA talks are an opportunity to spotlight students, staff, faculty and alumni. Moving forward, we would like to continue the focus on race and education. We will be discussing plans for future TEA talks at the next Diversity Committee meeting on April 19.

Charge 3 (DEI Hiring/Recruiting Tool Kit)

- Actions and Outcomes:
We met multiple times during the year and reviewed existing guidelines and toolkits for recruiting and retaining faculty of color produced by IU DEMA, University of Michigan, and UCLA in order to develop a set of recommendations. The recommendations are currently being synthesized and will be presented to the DEI committee at our final meeting in April.
- Recommendations for Future Action
Our recommendations should be reviewed by the ODEI for consideration for next steps - some possibilities might be sharing these on the SOE ODEI website, or distributing them to department chairs and HR. Some recommended steps involve things like departments having an existing DEI value statement, which is a step that ODEI/HR might consider asking for from departments, if that is not underway already.

Charge 4 (DEI - Promotion and Tenure)

- Actions and Outcomes:

We met multiple times throughout the year to review SOE P&T policy as well as IU-Bloomington P&T policy. The most obvious issue is that there is nothing about DEI on the SOE P&T criteria. The word diversity occurs once but it is used in a relation to the institutional mission:

It is important to note that the criteria for promotion and for tenure depend on campus and program missions. *For tenure, the criteria “must recognize the diversity of the missions and the contexts of the campuses of the University and must not ignore the mission of the particular unit as defined in its statement of criteria and procedures and the individual’s contribution to that mission” (ACA-37).*

As a result of this discovery the sub-committee suggested at least four responses to DEI concerns in P&T, including (a) a diversity statement in personal statements, (b) adding DEI criteria to P&T guidelines, (c) putting policies in place at the department level, and (d) moving non-tenure track clinical faculty of color over to tenure track positions.

- Recommendations for Future Action
Our recommendations suggest developing a DEI P&T plan utilizing the resources on <https://academicaffairs.iupui.edu/Faculty-Affairs/PromotionTenure/ptreviewupdate/examples> to support efforts in incorporating DEI in the promotion and tenure process.

Summary

Although in non-pandemic times the DEI committee meets monthly, in response to the Dean’s request to reduce workload, the co-chairs and sub-committees agreed to meet every other month. Therefore, during the 2020-2021 year the DEI committee met 5 times, although meetings were extended from 60 minutes to 90 minutes to allow time for members to work on action items. Co-chairs encouraged sub-committees to meet asynchronously or at a time that would be more convenient for them.

In addition to the recommendations from each subcommittee listed above, the co-chairs would recommend that in the future there might be some discussion concerning the nature and number of charges for the DEI committee in a given year. This year, we had 11 members and 10 charges. Furthermore, each year there are charges carried over from the previous year that have not been completed. Even without the pandemic, meaningfully addressing 10+ charges would be challenging.

Special note: We deeply appreciate the efforts of our ex-officio, Dr. Carl Darnell, and our administrative support from Nancy Boatner.