

## MEMORANDUM

TO: School of Education Policy Council  
Dionne Cross Francis, Co-Chair  
Sylvia Martinez, Co-Chair

FROM: Erik Tillema and Sylvia Martinez, Co-Chairs, Committee on Diversity

SUBJECT: Annual Committee Report to Policy Council: Committee on Diversity

DATE: April 10, 2019

**Committee Membership:** Erik Tillema (Co-Chair); Sylvia Martinez (Co-Chair); Jill Shedd (Ex-Officio); Sarah Lubienski (Ex-Officio); Laura Stachowski; A. Elfreich; Mary Waldron; Gustave Weltsek; Ellen Vaughn; Dan Hickey; Amy Pickard; Marlene Gardner (staff); D. Degner (graduate student); M. Day/J. Tamburini (undergraduate student)

**Meeting Dates:** September 6, 2018; October 3, 2018; October 25, 2018; November 15, 2018; January 14, 2019; March 26, 2019; April 18, 2019

### **Goals and Charges:**

- To generate policy recommendations related to diversity, equity, and inclusion.
- To carry out those activities within the Faculty Diversity Plan that were delegated to the Committee on Diversity.

### **Actions and Outcomes:**

- TEA Talks began during the 2016-2017 academic year as part of the efforts of the Faculty Diversity Plan Subcommittee's efforts. The Committee on Diversity was charged with continuing this effort, as noted in the Faculty Diversity Plan. During the 2018-2019 year, the Committee on Diversity decided to host one outside speaker. Ali Michael, Ph.D., co-founder and director of the Race Institute for K-12 Educators visited the IU-Bloomington and IUPUI campuses on February 20-21, 2019. She delivered a keynote at the SOE auditorium to about 105 faculty, staff, and students. She also worked with several classes and student groups during her visit. As in the past, the Office of Graduate Studies participated in coordinating the talk. A \$4400 budget was granted by the Dean's office to support the 2018-2019 TEA Talks receptions.
- A key focus for the Committee on Diversity during the 2017-2018 year was generating policy to be reviewed by the Policy Council. The policy forwarded and approved by Policy Council in the Spring of 2018 focused on reviewing School of Education faculty/staff/student awards to determine the characteristics of recipients relative to the applicant and/or nominee pool. The Committee on Diversity began conversations about the ways in which to best collect these data without violating confidentiality.
- Members of the Committee on Diversity did not serve official roles in the search for an Associate Dean of Diversity, Equity, and Inclusion but were nonetheless involved in the process by attending job talks and meeting with the three candidates.
- The Committee on Diversity also spent some time in self-reflective conversations about the desired long-term outcomes of the committee.

- Several members of the committee shared the ways in which they use GRE student scores and data to recruit graduate student into their programs. Sarah Lubienski reported that 60 students interested in math education were contacted and program successfully recruited one student of color. Dan Hickey reported that he contacted about 50 students and successfully recruited one student of color into the learning sciences program.

**Recommendations for Future Action:**

- Given the Committee on Diversity is primarily charged with generating policy recommendations, the members of the Committee on Diversity should continue to generate policies that sustain and expand the diversity efforts within the School of Education. Notably, the 2018-2019 members of the Committee on Diversity noted the need to review policies related to promotion and tenure.
- TEA Talks should remain a key activity of the Committee on Diversity, with continued efforts to expand the reach of these events. The members of the Committee on Diversity should continue to request financial support from the Dean's Office to sustain and further expand these events.
- The members of the Committee on Diversity should generate a series of reports related to data received for faculty fellowships and other school-wide student-based fellowships. These reports should be submitted to the GSC, as well as other relevant school leaders.
- The members of the Committee on Diversity should continue to participate in efforts to establish an Office of Diversity, Equity, and Inclusion at the School of Education.
- The members of the Committee on Diversity should continue working on the implementation plan of the policy passed in Spring 2018.
- The members of the Committee on Diversity should continue to investigate ways to use GRE student data to recruit students of color to the School of Education.