

MEMORANDUM

TO: School of Education Policy Council
Jessica Lester, Chair

FROM: Erik Tillema and Dave Shriberg, 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); David Shriberg (Co-Chair); Carl Darnell (Ex-Officio); Aly Elfreich; Mary Waldron; Gustave Weltsek; Ellen Vaughn; Dan Hickey; Amy Pickard; Bradley Levinson; Marlene Gardner (staff); Dionne White (graduate student); Destiny Babilonia (undergraduate student)

Meeting Dates: September 9, 2019; October 10, 2019; November 11, 2019; January 15, 2020; February 12, 2020; March 11, 2020; April 8, 2020; May 14, 2020

Goals and Charges:

- For 2019-2020, the diversity committee was given six charges from the Policy Council on September 25, 2019 meeting. These charges included:
 - Review P&T language and process
 - Sustain & Expand Tea Talks
 - Track & Analyze Data related to Faculty & Student Fellowships
 - Write Policy for Establishing and Maintaining an Office of Diversity, Equity, and Inclusion
 - Revise the Schoolwide Diversity Plan to include Staff & Students
 - Establish Guidelines for GRE recruitment
- The diversity committee was asked by the Dean to establish an award for outstanding accomplishments in Diversity, Equity, and Inclusion

Actions and Outcomes:

- Two members of the diversity committee reviewed P&T language and process in order to begin making recommendations about how to ensure an inclusive P&T process. Specifically one that recognized and supported faculty who make diversity, equity, and inclusion central to their work. Numerous issues came up in this process largely around the scope and form the review should take. The two members determined that making recommendations (rather than proposing changes) would make the task manageable in scope, and plan to have recommendations ready by the end of summer 2020.
- 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 2019-2020 year, two members of the diversity committee developed a plan to use a learning community model for TEA Talks. The model involves bringing groups of faculty and students together regularly

(monthly) to discuss readings, and then to have one to two local speakers per semester talk to these faculty and student groups. The goal was to kick off this model in the second half of the spring semester with a speaker at the end of the spring 2020 semester. However, due to COVID-19 this speaker (who has been identified) will be delayed until the Fall 2020 semester.

- Two committee members analyzed demographic data related to internal grant awards. The data was received from the Office of Research and Development, de-identified by Carl Darnell, the Assistant Dean of Equity, Diversity, and Inclusion, and then analyzed by two committee members. The committee members reported no significant differences in awards across different demographic sub-populations.
- Two committee members wrote a policy to establish an office for Diversity, Equity, and Inclusion, which was forwarded to the Policy Council. The Policy Council, at the request of the Dean, returned the policy, because it was considered outside the purview of the committees charge (i.e., establishment of offices is a decision of the Dean). The committee members then began work on articulating what staffing, monetary, etc. needs the ODEI office had for the upcoming year. They intended to have a formal proposal by the end of the spring term. However, they anticipate a delay due to COVID-19 with the intent of having a submission by the end of summer 2020.
- Three committee members re-worked the diversity plan to be inclusive of staff and students (previously a plan for faculty only). The diversity plan has been revised accordingly where a final draft of the plan will be voted on at the beginning of the next academic year (2020-2021).
- Two committee members worked on guidelines to submit to the Associate Dean of Graduate Studies for how to use GRE data as a recruitment tool to the School of Education. These guidelines will be completed by May 2020.
- Two committee members developed a proposal for an award to go to a staff, student, or faculty member for outstanding work related to diversity, equity, and inclusion. The committee received two applicants for the award, and will make a decision on which nominee to give the award too by May 1, 2020.

Recommendations for Future Action:

- Due to the COVID-19 pandemic, many of the charges above were not fully completed by the end of the year, and so committee members agreed to continue work on these charges over the summer in order to finish up the work for each charge.
- A major goal for the future is to continue to work out the relationship between the Office of Diversity, Equity, and Inclusion and the Committee on Diversity in the implementation of the diversity plan for the school of education. This year was an exciting year for the committee because of the leadership from the new Assistant Dean of Diversity, Equity, and Inclusion. To continue to capitalize on collaboration between ODEI and the committee, it is important for these two entities to continue to work out the responsibilities of each.