

MEMORANDUM

TO: School of Education Policy Council
Stephanie Power Carter, Chair

FROM: Jessica Nina Lester and Sylvia Martinez, Co-Chairs, Committee on Diversity

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

DATE: April 13, 2018

Committee Membership: Jessica Nina Lester (Co-Chair); Sylvia Martinez (Co-Chair); Russ Skiba; Ghangis Carter (Ex-Officio); Barry Chung (Ex-Officio); Laura Stachowski; Alex Cuenca; Mary Waldron; Ellen Vaughn; Marlene Gardner; JesAlana Stewart; Katie Clark; Gustave Welsteke

Meeting Dates: September 19, 2017; October 10, 2017; November 7, 2017; December 5, 2017; January 25, 2018; February 22, 2018; March 22, 2018; April 12, 2018

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:

- A key focus for the Committee on Diversity during the 2017-2018 year was generating policy to be reviewed by the Policy Council. Multiple policy recommendations were generated; however, one was forwarded. This policy focused on reviewing School of Education faculty/staff/student awards to determine the characteristics of recipients relative to the applicant and/or nominee pool. This policy was presented to and approved by the Policy Council in Spring 2018. Specifically, the policy forwarded the Policy Council was: *“It shall be the policy of the School of Education that all school-wide faculty/staff/student awards shall be reviewed every five years, beginning of Fall 2018 semester, to determine the characteristics of recipients (e.g., race/ethnicity, gender, disability status, etc.) relative to the applicant and/or nominee pool. The development of a report shall be coordinated by the Office of Undergraduate Studies, Office of Graduate Studies, and the Dean’s Office and submitted to the Committee on Diversity for review.”* The Policy Council approved with a revision; that is, the data would be collected annually and reviewed every three years.
- TEA Talks were begun 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. Thus, during the 2017-2018 year, the Committee on Diversity hosted five TEA Talks, with two in the fall of 2017 and three occurring in the spring of 2018. The topics ranged from diversity in teaching to being an ally to microaggressions, among other topics. The speakers/facilitators included: 1) Ryan Comfort (topic: inclusive excellence); 2) Rory James (topic: microaggressions) 3) Kevin Brown (topic: educational experiences of

African-Americans); 4) Gustave Weltsek and Linda Helmick (topic: queering the curriculum); and 5) Alexandra Hollett (topic: being an ally/accomplice).

The attendance ranged from 32-86 and included students, faculty, and staff. A reception followed each talk. The Committee on Diversity was responsible for coordinating and carrying out the TEA Talks. During the Spring 2018 term, the Office of Graduate Studies participated in coordinating the talks. A \$4400 budget was granted by the Dean's office to support the 2017-2018 TEA Talk receptions.

- The Graduate Studies Committee (GSC) requested that the Committee on Diversity review the demographic trends of fellowship recipients of two of the fellowships that the GSC oversees (the Beechler and Dean's Fellowship). Lester (co-chair) requested the data from the GSC's office, with the GSC subsequently requesting that data from ETS. A report for the Dean's Fellowship was generated, with data received for a similar report/review of the Beechler award. Additional data was received related to faculty fellowships.
- The Committee on Diversity also made an effort to follow up with the Dean's Office regarding the Committee on Diversity's previous recommendation for an Office of Diversity, Equity, and Inclusion led by an Associate Dean of Diversity, Equity, and Inclusion. Lester (co-chair) met with the Dean's Office two times during the 2017-2018 to inquire regarding the status of this Office. Further, the Executive Associate Dean, Elizabeth Boling, was invited to the Committee on Diversity in the Fall and Spring terms to provide an update regarding the status of this position.
- The Committee on Diversity prioritized exploring the university and school-wide resources available for engaging in faculty hiring practices that were equitable and inclusive. Notably, several committee members volunteered to engage in developing a toolkit that builds on the university's hiring resources. As part of these efforts, the Committee on Diversity engaged in an early exploration of staff hiring practices, with Donna Stevens attending a Fall 2017 meeting to share the current school level, staff-based hiring practices.

Recommendations for Future Action:

- Given the Committee on Diversity is primarily charged with generating policy recommendations, the members of the Committee on Diversity should consider continuing to generate policies that sustain and expand the diversity efforts within the School of Education. Notably, the 2017-2018 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 consider continuing to request financial support from the Dean's Office to sustain and further expand these events.
- The members of the Committee on Diversity should consider generating 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 consider continuing to participate in efforts to establish an Office of Diversity, Equity, and Inclusion.

- The members of the Committee on Diversity should consider finalizing and piloting a faculty hiring toolkit during the 2018-2019 academic year.
- During the 2018-2019, the members of the Committee on Diversity should consider developing a process for generating a Schoolwide Diversity Plan.