**DEI**

**End of Year Report**

**Academic year:** 2021-2022

**Date submitted:** April 11, 2022

**Committee Membership:** Tina O’Neal (co-chair), Gamze Ozogul (co-chair), Charlotte Agger, Dave Shriberg, Erik Jacobson, Cindy Ann Kilgo, Ellen Vaughan, Quinten Wheeler-Bell, Gabriele Abowd Damico

**Meeting Dates:**


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

| Charge 1 | -Determine role of committee in diversity plan implementation  
| Charge 2 | -Determine relationship between committee and Office of DEI and responsibilities of each  
| Charge 3 | 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 4 | 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  

Additional faculty retreat planning tasks were added.

For goals, charges, actions, and outcomes, please update the spreadsheet which can be found [here](#):

Update completed in the spreadsheet for DEI.

Recommendations for Future Action (please provide a bulleted list):
• Collective feedback from the DEI committee recommends focusing next year’s efforts on one or two charges.
• The DEI committee recommends voting on the most important charges based on the retreat feedback and diversity plan. This year there was a heavy focus on retreat discussions and preparation activities which replaced the time for work to be completed on the Charges.

Other comments: Faculty Retreat