

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:

September 13, 2021, October 18, 2021, November 15, 2021, December 13, 2021, January 24, 2022, February 21, 2022, March 21, 2022, April 25, 2022

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

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

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](#)