

2022-2023 Diversity Committee Annual Report

Committee	Charges	Progress	Barriers, if any	Estimated Completion Date	Additional Notes
Diversity	<p>Charge 1: Create a new/ updated DEI Strategic Plan. The current DEI strategic plan was created in 2019 before we had an ODEI office or Assistant Dean. Charge 2 has some aspects of this plan. The faculty retreat considered areas that pertain to the DEI strategic plan and faculty feedback gathered at the retreat should be considered. NOTE: these school priorities will be needed for the upcoming Dean’s search in 2023-2024. The processes will likely begin with the search firm in Spring 2023.</p>	<p>We completed this plan, engaged in several rounds of revision based on peer feedback, and have submitted it to the PC for final revisions and ratification.</p>		<p>Completed.</p>	
	<p>Charge 2: Diversity committee and ODEI Determine the relationship and responsibilities between the Diversity committee and Office of DEI. A model for how ODEI and the diversity committee can function together has been created</p>	<p>We have worked to clarify this relationship throughout the diversity strategic plan and feel we made solid progress.</p>		<p>Completed.</p>	<p>Ongoing reflection can / should happen.</p>
	<p>Charge 3: TEA Talks</p>	<p>We completed 1 tea talk and have another scheduled. We believe this continue sto be fruitful, but will continue to evaluate our efforts via surveys.</p>		<p>Ongoing but completed for the year by the end of the week.</p>	
	<p>Charge 4: Promotion & Tenure - Work with faculty development and FABA to review the processed to support faculty through this process and provide recommendations for any necessary changes</p>	<p>We have started this process.</p>	<p>Communication across committees.</p>	<p>Next Spring.</p>	
	<p>Charge 5: Create a faculty DEI Ambassador Program</p>	<p>We have made good progress and are optimistic that the committee can start this initiative fully next year.</p>		<p>Next Fall, then ongoing.</p>	