

To: David Harvey, VPAA
From: Kevin Howley, Chair DEC
Re: Diversity & Equity Committee Annual Report
Date: 21 June 2013

Executive Summary

Following a year of relative inactivity, the Diversity & Equity Committee (herein DEC) met on a regular basis throughout 2012-2013. The following report consists of two sections. The first reviews DEC's activities during this "rebuilding year." The second lists a series of recommendations for ongoing activities associated with the committee's charge. In addition, this section offers recommendations to the university administration regarding matters of diversity and equity here at DePauw. (See DEC meeting minutes for details.)

DEC Activities

In September, VPAA met with DEC to discuss the committee's remit. In addition to reviewing the DEC Committee Focus document, the VPAA offered data on faculty hiring. Finally, the VPAA solicited volunteers to chair DEC for the current year. Kevin Howley was selected to serve as DEC chair.

In anticipation of subsequent meetings, the DEC chair set up a Moodle page. The page includes the following: brief biographical statements of DEC members; previous DEC annual reports; meeting minutes; links and documents relevant to matters of diversity and equity in university settings. DEC approved a motion to amend the committee's subcommittee structure, such that the subcommittee on faculty was now the subcommittee on faculty and staff. This change reflects DEC's determination to attend to relevant issues pertaining to staff as well as faculty and students.

The following meeting consisted of a brainstorming session for DEC projects for the current academic year. These projects included review of relevant data gleaned from exit interviews, data on student retention, and a review of previous DEC activities. The meeting concluded with discussion of arranging a meeting between DEC and the VPAA search committee. In November, DEC met with representatives from the VPAA search committee: Dr. Wayne Glausser and Dr. Sharon Crary.

Subsequent meetings included discussions on staff hiring and retention issues, finding and replacements for student representatives, and review of relevant data on faculty and staff exit interviews. In addition, DEC received presentations by Amy Haug, the university's new Director of Human Resources; student representatives from spiritual life (Nathan Dubow '13, Nadiyah Ford '14, Yashaswee Malla '13); and campus climate survey with Vivie Nguyen. Finally, replacements for departing committee members were recruited in a timely fashion.

Due to the departure of some DEC members, the committee's work on recruiting faculty members to work on the Bias Incident Response Team (BIRT) was suspended until fall 2013. Finally, Kelley Hall worked with FITS to migrate the DEC Moodle Group to the new Moodle site (Moodle 2).

DEC Recommendations

- BIRT recruitment is DEC's first priority for fall 2013.
- DEC should meet on a regular basis with Greencastle officials to address matters of common concern, including quality of life issues and matters of public safety.
- Develop protocol for exit interviews for faculty and staff on par with the process used for soliciting relevant information from students. This might include anonymous survey instrument in addition to formal interview process.
- The university should draft formal language and procedures regarding opportunity hires. These procedures are not clearly articulated and yet, this process is essential for enhancing faculty and staff diversity.
- Findings of the Campus Climate Survey should be shared with relevant administrative offices and made available to various constituencies across campus, including faculty committees.
- Admissions might consider ways to promote the *interfaith* strength of campus spiritual life groups.
- The lack of adequate street lighting in and around campus is a perennial issue. The administration should work with city officials to address this matter of personal safety in a timely fashion.

DEC Members

Pat Bacon (Fall 2012)
Bruce Burking (Spring 2013)
Eli Covarrubias
Jordan Giger
Vince Greer
Kelley Hall
Myrna Hernandez
Kevin Howley
Caroline Jetton
Kalpesh Mehta
Naima Shifa
Kate Smanik
Jordan Ragassa

Respectfully,

Kevin Howley
DEC Chair 2012-2013