**Diversity and Equity Committee**

**2019-2020**

DEC has continued to meet every other week since campus was depopulated in March.

Membership:

* Sami Abdul Aziz (*Chaplain and Director of Center for Spiritual Life*)
* Cheira Belguellaoui (*Associate Professor of Global French Studies*)
* Michael Boyles (*Director Tenzer Technology Center*)
* Harry Brown (*Professor of English*)
* Bruce Burking (*Manager of Safety and Risk Management Services*)
* Amanda Chavez, ‘20 (*Student government representative*)
* Bridget Gourley (*Dean of Faculty*)
* Alan Hill (*Vice President for Student Academic Life and Dean of Experiential Learning*)
* Caroline Jetton (*Associate Dean of Academics and Advising Director of Music Teacher Education, and Professor of Music*)
* Amanda Kim (*Vice President for Diversity and Inclusion*)
* Sarah Lee (*Assistant Professor of Biology*)
* Heidi Albin Menzel (*Administrative Assistant of Asian Studies, Global French, German, Hispanic and Italian Global Studies, and World Literature* )
* Juli Smith (*Director for Compliance and Equity and Title IX Coordinator*)
* Leslie Smith (*Executive Director of Alumni Engagement*)

**Campus Climate Survey**

* Reviewed questions on the last campus climate survey that was distributed to faculty and staff
* Noted that the survey was too long and that there were a mix of questions about campus climate and work/job satisfaction
* Met with Bill Tobin (Institutional Research) as well as Jana Grimes and Angie Nally (Human Resources) about the last survey distribution and considerations for the next survey distribution
* Decided that it would be better to have two separate surveys: one for campus climate and one for work/job satisfaction
  + HR is working on identifying a survey for job/work satisfaction
* Discussed the possibility of using the Higher Education Data Sharing Consortium diversity and equity campus climate survey
  + Validated survey <https://www.hedsconsortium.org/heds-diversity-equity-campus-climate-survey/>
  + Comparison data would be available to see how we compare to other universities

**Diversity and Inclusion Plans**

* Requested plans and goals from every department and the SOM, with the intention of requesting these plans every semester
* Decided that every semester was too frequent and will request annually
* Seeking feedback on the optimal timing for these submissions (e.g., beginning of the academic year, end of the academic year, etc.)
* Currently unable to view plans immediately because of confidentiality/anonymity issues. Could consider in future having DEC members trained on treatment of confidential information (similar to Review) if want unexpurgated version.

**Five-Year Diversity and Inclusion Plan**

* Reminded programs and offices they are to submit an annual report
* Requested updates from divisions: Student Academic Life, Administration and Finance, Academic Affairs, Communication and Marketing, President’s Office, Business Office, Human Resources
* Amanda Kim provided input to the Governance Committee re: linking tasks in the five-year plan to relevant faculty governance committees

**Charge and Membership**

* Reviewed our charge
* Clarified our membership. Ongoing issues getting second student member and second hourly staff member.
* Suggest outreach at beginning of 2020-2021 academic year to hourly staff that makes it clear that DEC membership is not “volunteer,” rather they will be released from normal duties by supervisor and be paid for their time. Hourly staff voices continue to be underrepresented in decision making.

**COVID-19 Discussions**

* Contingency Planning
* IT infrastructure for remote learning, teaching and working
* Equity and access for students, staff (hourly and salary) and faculty (FT and PT)
  + Students: learning barriers
  + Faculty and staff: child care
  + Hourly staff in particular: inclusion in discussions
* Services that are available to those remaining on campus and those off campus
* Funding for students to assist with transportation home, internet, technology, storage for belongings, etc.
* Impact of the transition on faculty and staff (hourly and salary)

**Committee Reports**

* Request that end-of-year reports from committees include a bullet point that states what they have done with respect to diversity and inclusion this year