

College of Arts and Sciences Diversity Committee Report

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Submitted by

Kevin A. Yelvington
Committee Chair
Department of Anthropology

For academic year 2015-2016, the College of Arts and Sciences Diversity Committee consists of the following members:

Fenda Akiwumi, School of Geosciences
Stephanie Hill, staff, College of Arts and Sciences
David Johnson, Department of History
Diane Price-Herndl, Department of Women's and Gender Studies
Juliette Martin, undergraduate student
Kersuze Simeon-Jones, Departments of World Languages and Africana Studies
Jacqueline Sivén, graduate student
Kevin A. Yelvington, Department of Anthropology (chair)

The Diversity Committee met twice during the fall semester, September 16 and October 21. It set about a plan of work in four main areas:

1. To work with the Diversity, Inclusion, and Equal Opportunity Office to collect and analyze data on the diversity climate at the university.
2. To investigate the possibility of making permanent the successful Diversity Boot Camp initiated by Sisters of the Academy and held on campus last year with sponsorship of the College of Arts and Sciences that aimed to provide mentorship and support for women professors and advanced graduate students from under represented groups.
3. To promote, co-sponsor, and/or facilitate campus events. Based on last year's successful film showing of *Living Thinkers: An Autobiography of Black Women in the Ivory Tower* and presentation by the film's director Roxana Walker-Canton, plans are underway to hold more such events in the spring semester, 2016.
4. To collect and analyze data on the status of women in academic positions at the university, including their tenure and academic rank status.
5. The overall goal of the committee is to build upon last year's final recommendation to the dean that the College develop a comprehensive diversity policy that would include such policies

at the departmental level. To this end, Yelvington and Sivén met with the dean and the College Council on October 23, to provide further information as to possible models for such a policy and the proposed position of Diversity Officer for the College. This model is based on USF's College of Engineering which has a Diversity Officer (Bernard Batson) and significant and visible programs promoting and highlighting diversity in the College of Engineering's faculty and students. The Diversity Committee's activities as described above are being undertaken to provide further justification for such a policy and commitment.