

CAS Diversity Committee
Report for CAS Fall Assembly, 2016

Last year's Diversity Committee proposed that the college hire a College Diversity Officer. In light of disappointing funding for faculty hiring this year and questions raised by the Dean's office about whether an administrative appointment would be the most effective way to handle diversity problems, it appears that such a hire is not likely.

The committee has met twice so far this year to assess strategic interventions in light of not having a diversity officer to address them. We believe that we need to gather more information on diversity in the college and that we need to act to emphasize the importance of inclusion and equality in CAS. This year, we are exploring:

- The possibility of adding a diversity course to CAS graduation requirements.
- Adding more and better training in diversity hiring best practices.
- Examining whether there are patterns of discrimination or attrition among students, staff, and faculty by race or gender.
- Exploring whether there are patterns of problems with faculty and staff advancement by race or gender.

We are embarking on fact-finding and hope to be able to report back in the spring.