

DIVERSITY COMMITTEE—SPRING 2020

SUBMITTED BY: DR. PABLO BRESCIA, CHAIR

—The DC met two times during the semester: January 22nd and February 26th. Our April 1st meeting was cancelled due to the COVID-19 pandemic

—The DC acknowledges the help and support of Dean Bell to get the initiative approved.

—The DC wishes to emphasize the strong interest from faculty and staff that CAS make diversity issues and activities a priority for the college.

—20 CAS departments/units selected DLs out of 23. More than 15 were present at the meeting with Diversity Liaisons on February 26th (exact data at my office in Cooper Hall)

--The DC wishes to express their gratitude and encouragement to those who volunteered or were chosen as department Diversity Liaisons (DLs)

—At the February 26th meeting, the DC presented on the following topics to the DLs:

- The Diversity Initiative history
- Goal: from diversity as a statistic to diversity as a vision/goal
- How the DC can help the DLs: annual meetings (DLs and DC); connections to other resources, etc.
- Assessment of the program and the role of Chairs: inclusion of diversity activities in Department's reports to Dean
- Diversity issues in DLs' departments (a facilitated discussion)
- Strategies to get direction and buy-in: departmental surveys on diversity; Chair and/or leadership conversations
- Creating a goal and an Action Plan (AP)
- Resources for DLs: (offices of DIEO, SDS, Multicultural Affairs)
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—Among the ideas presented and discussed between the DC and DLs were:

- Awareness of existing university policies about diverse students
- Discussion of what human diversity means
- Statements of diversity may be included on syllabi
- Incorporate diversity into the pedagogical framework of the department
- Ask students in your department: what do you need to know or see about diversity?
- Need for workshops and trainings for faculty and administrators
- Buy-in from Dean's Office is needed, DL initiatives need to be "service that matters."
- Setting up Listserv and Box Drive would be useful for DLs

—Next phase of the initiative is for DLs to present themselves and their proposed initiative(s) at their department's first faculty meeting in Fall 2020