

## Faculty Senate Equity, Diversity, and Inclusion Committee 2018-2019 Annual Report

The Equity, Diversity, and Inclusion (ED+I) committee membership for the 2018-2019 year was as follows:

Awoke Dollisso – AGEDS  
Janice Friedel – SOE  
Carmen Gomes – ME  
Huifang Mao – MKT  
José Antonio Rosa (committee chair) – MKT  
Jodi Smith – V PTH  
James Tener – Music  
Andrea Wheeler – ARCH

The committee met at least monthly throughout the academic year, typically ahead of the FDAR Council meetings.

Early in the year, the committee engaged in discussions of topics that touch on equity and inclusion and should be a Faculty Senate concern. The conversations coincided with 2017 Campus Climate survey results being highlighted by President Wintersteen, and the organizing of workgroups to address campus climate concerns for undergraduate students, graduate students, merit employees, professional and scientific staff, and faculty. Influenced by the Faculty Experience Workgroup, the ED+I committee converged on three issues that were brought forward for FDAR Council consideration. They are:

- The inclusion of diversity and inclusion activities in performance assessments. To that end, changes to the Faculty Handbook that would make “developing and sustaining a civil and equitable department and institutional climate” a responsibility of all faculty, and hence items for inclusion in annual reviews and professional development plans. Changes to the Faculty Handbook have been proposed and are being considered by FDAR Council and Faculty Senate Executive Board.
- Increased emphasis in department chair training to ensure the equitable treatment of all faculty and P&S staff. Specific training needs identified include equal treatment regardless of gender, gender identity, race, ethnicity, rank, and length of service; transparent department governance procedures that value all members; and negotiations and conflict resolution. Similar recommendations were put forward by the Faculty Experience Workgroup and have become an administrative priority.
- Increased communication between the ED+I committee and the diversity and inclusion committees of the colleges. A series of meetings are being planned to bring this about.

The ED+I committee looks forward to a productive 2019-2020 year.

Respectfully submitted,  
José Antonio Rosa