DEI

End of Year Report

**Academic year:** 2021-2022

**Date submitted:** April 11, 2022

**Committee Membership:** Tina O’Neal (co-chair), Gamze Ozogul (co-chair), Charlotte Agger, Dave Shriberg, Erik Jacobson, Cindy Ann Kilgo, Ellen Vaughan**,** Quinten Wheeler-Bell, Gabriele Abowd Damico

**Meeting Dates:**

September 13, 2021, October 18, 2021, November 15, 2021, December 13, 2021, January 24, 2022,

February 21, 2022, March 21, 2022, April 25, 2022

**The committee was divided into sub-committees and tasked with the following charges:**

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| **Charge 1** | -Determine role of committee in diversity plan implementation  -Determine relationship between committee and Office of DEI and responsibilities of each |
| **Charge 2** | Organize and facilitate Teach Educate Act (TEA) Talks to create ongoing opportunities for faculty, staff, and students to engage in courageous and risk-taking conversations about DEI. (From diversity plan) |
| **Charge 3** | Develop a search “toolkit” of comprehensive guidelines for faculty searches and a tool kit to explore creative options to attract faculty of color. |
| **Charge 4** | Review P&T tenure and promotion criteria |

Additional faculty retreat planning tasks were added.

For goals, charges, actions, and outcomes, please update the spreadsheet which can be found here:

Update completed in the spreadsheet for DEI.

Recommendations for Future Action (please provide a bulleted list):

* Collective feedback from the DEI committee recommends focusing next year’s efforts on one or two charges.
* The DEI committee recommends voting on the most important charges based on the retreat feedback and diversity plan. This year there was a heavy focus on retreat discussions and preparation activities which replaced the time for work to be completed on the Charges.

Other comments: [Faculty Retreat](https://docs.google.com/presentation/d/1F26Shrqwt29v29sPJ5pGjyJFUaOBgfLozxis9vWLWuw/edit#slide%3Did.g113faf86ba0_34_30)