2022-2023 Diversity Committee Annual Report

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| Committee | Charges | Progress | Barriers, if any | Estimated Completion Date | Additional Notes |
| Diversity | Charge 1: Create a new/ updated DEI Strategic Plan. The current DEI strategic plan was created in 2019 before we had an ODEI office or Assistant Dean. Charge 2 has some aspects of this plan. The faculty retreat considered areas that pertain to the DEI strategic plan and faculty feedback gathered at the retreat should be considered. NOTE: these school priorities will be needed for the upcoming Dean’s search in 2023-2024. The processes will likely begin with the search  firm in Spring 2023. | We completed this plan, engaged in several rounds of revision based on peer feedback, and have submitted it to the PC for final revisions and ratification. |  | Completed. |  |
| Charge 2: Diversity committee and ODEI Determine the relationship and responsibilities between the Diversity  committee and Office of DEI. A model for how ODEI and the diversity committee can  function together has been created | We have worked to clarify this relationship throughout the diversity strategic plan and feel we made solid progress. |  | Completed. | Ongoing reflection can / should happen. |
| Charge 3: TEA Talks | We completed 1 tea talk and have another scheduled. We believe this continue sto be fruitful, but  will continue to evaluate our efforts via surveys. |  | Ongoing but completed for the year by the end of the week. |  |
| Charge 4: Promotion & Tenure - Work with faculty development and FABA to review the processed to support faculty through this process and provide recommendations for any necessary changes | We have started this process. | Communication across committees. | Next Spring. |  |
| Charge 5: Create a faculty DEI Ambassador Program | We have made good progress and are optimistic that the committee can start  this initiative fully next year. |  | Next Fall, then ongoing. |  |