2023-2024 Diversity Committee Annual Report

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| Committee | Charges | Progress | Barriers, if any | Estimated Completion Date | Additional Notes |
| Diversity Committee | Charge 1: TEA Talks. | Ongoing, no problems. | No |   |  |
| Charge 2: Promotion & Tenure - Review the processes to support faculty in the P&T process. Consult with FABA & Faculty Development, as needed, and provide recommendations to those committees for any necessary changes.  | We were able to engage the PC in approving a "process" for auditing pre-tenure mentoring. We have a draft support guide with questions to be used by mentors. This is the basis for further P&T guidance but that needs to be done next year. | No | Could be completed by 11/24 |  |
| Charge 3: Review and advise the SoE CARES team implementation plan. |  | No |   |  |
| Charge 4: May be called upon to consult on creating implementation plans privy to committee work as it related to the Strategic and Diversity Plans.  |  | No |   |  |
| Note a charge, but we noted a challenge in coordinating and developing agendas. | We discussed empowering the AD of DEI / Director of ODEI to a) coordinate and set the agenda for the first meeting or 2, and b) to provide draft agenda's for subsequent meetings to avoid this problem in the future. | This was the barrier | Ready to implement first thing in the Fall. |  |
| Not a charge, but we had extensive discussion on priorities for DC. | We had multiple discussions about the list of priorities for the DC and ended up focusing on two to try to move forward: 1) Considering how to create PD opportunities for faculty/staff/students to improve their awareness of and tools to improve equity in SOE; and 2) How DC/ODEI can best evaluate the impact of their programming for single events and longer term. | Time for all the members to spend to move these ideas ahead: developing new programming and developing evaluation tools.  | Spring 2025 |  |

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