

Faculty Senate

Year End Committee Report 2021-2022

Committee: Diversity, Equity, & Inclusion Committee

Chair(s): Jonathan Waters, Ji Hye Jung

Members: Sari Acra, Victor Anderson, Adriana Bialostozky, Stacey Floyd-Thomas, Aimi Hamraie, Susie Leming-Lee, Christopher Lind, Rolanda Lister, LeTizia Smith, Belinda Otukolo Saltiban, and Franklin Ellis.

EC Liaison: Ryan Middagh

Standing Charge: To be concerned with policies, programs, and practices that will ensure considerations of diversity, equity and inclusion in the Faculty Senate and in the University.

Focused Charges for this Academic Year

- 1. Collaborate with other standing committees to ensure the DEI is included in the decisions and activities of all parts of the Faculty Senate.**

- **Actions, outcomes and/or recommendations:**

DEI committee recommends this charge to be one of our focuses for the 2022-23 academic year. We did not attend to this charge as best as we could this academic year due to evolvment in other concerns.

- 2. In collaboration with the EC, Administration, and key stakeholders, advance implementation of Latinx Identity Center and find opportunities for multicultural inclusiveness across campus.**

- **Actions, outcomes and/or recommendations**

We tried all year to get answers about the Latinx Identity Center and other resolutions that had gone through the senate over the past couple years, with very little success. Elizabeth Catania (from EC) has reached out to the DEI committee recently and has functioned as a liaison to express our committee's concerns to Chancellor Diermeier's office and has provided us with updates during our final two meetings of the semester.

Focus on this charge for next semester does not feel as though it would be productive, as we seem to be in a wait-for-action (or just an answer to if anything is happening) pattern from outside our group, which appears to be the same with the Indigenous Land Resolution as well. Very time consuming for frustratingly very little in the way of answers.

Faculty Senate

3. Communicate and coordinate with DEI committees across campus to synergize efforts and consider joint programming for faculty, staff, and students.

- **Actions, outcomes and/or recommendations:**

Jung was represented as a committee member working with University Diversity Council – we hope to continue to develop the relationship from our committee to be involved.

We are also working with committee member Franklin Ellis, who is also in Vice Chancellor Churchwell's office of Equity, Diversity and Inclusion, to stay informed as to what you University is doing in this regard. Apparently, there are other efforts to catalog DEI committees and their tasks throughout the university so that synergizing efforts between groups can be easier. We are waiting for updates with this cataloging project and will continue working with Franklin through its completion to get started on more collaboration between groups.

4. Assess current opportunities for diversity and sensitivity training across campus and how to engage a larger audience with programming.

- **Actions, outcomes and/or recommendations:**

This is something the office of Equity, Diversity and Inclusion is preparing on a university level as well. We are working closely with Franklin, Belinda Otukolo Saltiban, and their office to think of ways to create incentives for faculty across campus to participate in meaningful and impactful training.

5. Recommend specific formal relationships that would enable direct faculty input into DEI affairs in both VU and VUMC.

- **Actions, outcomes and/or recommendations:**

This charge is not one that was on our original list, so we are in fact just seeing this charge right now. DEI recommend to work on this charge in the next academic year 2022-23, so that we can devote time to consider it further.

Suggestions for Future Charges/Actions

1. Current Charges #1: *Collaborate with other standing committees*; #3: *Coordinate with DEI committees across campus*; and #5: *Formal relationships that would enable direct faculty input*, could all use more work in the coming academic year, and we recommend to remain as charges.

2. Impact assessment for past Faculty Senate DEI initiatives, as well as those initiatives that have been instituted by the university in the past 5-7 years.