

July 20, 2017

TO: The Academic Senate
FROM: Rashaunda Henderson
Chair, Committee on the Support of Diversity and Equity

SUBJECT: Annual Report of Committee on the Support of Diversity and Equity, 2016–2017

I. Membership

The membership of the Committee on the Support of Diversity and Equity consists of: [Rashaunda Henderson-Chair, Meghna Sabharwal-V. Chair, Kim Knight, Toyah Miller, Lloyd Dumas, Kimberly Hill, Orlando Richard, Rym Zalila-Wenkstern, S. Starnaman, Mandy Maguire, Jilian Round, Erin Smith, Abby Kratz, Sherry Marek, Eloise Square, Melissa Palmer, Carrilaine Schneckner, Daniel Hernandez, Letitia Andrews, Jane Shipman, Yue (Selina) Gu, Jazzmyn Wilson, Annette Rogers].

The following people would like to be removed from the committee. Some have recommended replacements.

Kim Knight - Josef Nguyen
Sherry Marek – no suggestion
Kimberly Hill – Manual Martinez
Eloise Square – no suggestion

II. Meetings

2016 – August 26, September 30, October 21, November 18, December 20 (meeting with President Benson)
2017 - March 24, April 21, April 28 (Town Hall), May 26

III. Highlighted Actions Taken

1. During the 2016-2017 calendar year we met with President Benson (December 2016) to introduce the committee and discuss the results of the 2015 Survey. 5 members of the committee involved in the analysis of the quantitative (Likert scales, etc.) and qualitative (open-ended questions) presented a summary of findings about the survey. We made President Benson aware of our intent to collect additional information by having a separate Town Hall meeting.
2. The website has been updated with the survey link (on Qualtrics) and presentation that was given to President Benson. Website: <https://www.utdallas.edu/diversity/partners/SupportCommittee.html>
3. We held a Town Hall meeting on April 28 during lunch-time and presented

results from the survey to interested attendees from faculty and staff. We had approximately 50 attendees and used an online tool (slido) to capture real-time questions and responses to two specific survey questions. We polled the audience on participation in a Fall Focused Session event and the top 5 priorities that the University should be facing as it relates to Diversity and Equity.

IV. Recommendations for Following Year

Our first meeting in Fall 2017 is scheduled for Friday 9/8/17.

We plan to have a focus group session on September 22, 2017.

We plan present results from the survey (Spring 2015), Town hall meeting (April 2017) and upcoming focused group meeting (September 2017) in October 2017 (either 10/2 or 10/16) to the President's council/cabinet. Dean Fair (RUO) will advise us on this effort.

V. Supporting Documentation

Meeting agendas.

AGENDA
Committee for the Support of Diversity and Equity
September 30, 2016, 11:00 a.m-1:00 p.m.
Arts & Technology Building – Conference Room (ATC) Bldg., Room 1.201

1. Opening remarks by Rashaunda Henderson
2. Introductions
3. Climate Survey Discussion
 - a. Suggestions for current draft
 - b. Timeline for survey report (Originally proposed dates to meet with President Benson – 10/21 or 10/28) - November 11th or 18th
 - c. Recommend to shift dates after Inauguration
4. New Business
 - a. Report to President Benson
 - b. Future plans for committee
 - c. Next meeting

AGENDA
Committee for the Support of Diversity and Equity
October 21, 2016, 11:30 a.m-1:00 p.m.
Arts & Technology Building – Conference Room (ATC) Bldg., Room 1.201

1. Opening remarks by Dean Fair & Rashaunda Henderson
2. Introductions
3. Climate Survey
 - a. Draft 5 discussion – Finalize by December 2/9
 - b. Finalize date to meet President Benson
 - c. Committee Report – RM Henderson
4. New Business
 - a. Future plans for committee
 - b. New Business
 - i. Kim Knight - LEAP Committee has been working on a handout for LGBTQIA
Diversity in the Classroom, Set up Webex at each meeting
 - ii. Diversity in the Classroom Workshops – follow-up to Dr Stanley's talk
 - c. Next Meeting November 18

Actions

- Erin (update to Actions)
- Meghna (update appendices to include gender and race)
- Rashaunda (draft of committee report)
- Dean Fair (to contact President Benson's office for a meeting on 12/2 or 12/9)

AGENDA
Committee for the Support of Diversity and Equity
November 18, 2016, 11:30 a.m-1:00 p.m.
Arts & Technology Building – Conference Room (ATC) Bldg., Room 1.201

Actions

- Erin (update to Actions)
- Meghna (update appendices to include gender and race)
- Rashaunda (draft of committee report)
- Dean Fair (to contact President Benson's office for a meeting on 12/2 or 12/9)

AGENDA
Committee for the Support of Diversity and Equity
March 24, 2017, 11:00 a.m-12:30 p.m.
Synergy Park North Building (SPN) - Conference Room 1.111

1. Opening remarks by Dean Fair & Dr. Meghna Sabharwal
2. Approve minutes
3. Introductions
4. Old Business - Climate Survey
 - a. Report on presentation to President Benson, Dec. 20, 2016
 - i. 12/20/16 slides, Printed notes
 - b. Plans for Survey Town Hall – We need help and subcommittee volunteers
 - i. Logistics: Location for ~100 people, facilitator, order refreshments, proposed dates: 4/28 (12-1:30pm).
 - ii. Advertisements and invites: See attached invitation draft (similar to CTL or event brite), send electronic invitation by 4/7

InterCom - [Items must be submitted to the Intercom editor a week before the Intercom distribution date, generally the second and fourth Wednesdays of each month.]

UT Dallas News Center - [If you have an idea for News Center coverage, contact the Media Relations department.]
 - iii. Content: Present 3 Big challenges from survey, Current Recommendations, Progress towards survey comments (ERGs, Accessibility, etc.)
 - iv. Sign-up sheets for future focus group
 - c. Update survey website with content – We need help and volunteers to update webpage with useful links from other universities, etc.
 - i. Post presentation given to Dr. Benson as pdf by 3/30
5. New Business
 - i. President Benson’s strategic plan – ST4: Diversity and Inclusion

AGENDA
Committee for the Support of Diversity and Equity
April 21, 2017, 11:00 a.m-12:30 p.m.
Synergy Park North Building (SPN) - Conference Room 1.111

1. Opening remarks by Dean Fair & Dr. Rashaunda Henderson
2. Approve minutes
3. Introductions
4. Old Business - Climate Survey
 - a. Plans for Survey Town Hall – We need help and subcommittee volunteers
 - i. Logistics: Location for ~100 people, facilitator, order refreshments, proposed dates: 4/28 (12-1:30pm – Founders North, Kusch Auditorium, Room 2.102 FN).
 - ii. Advertisements and invites: Emails went out, Selina mentioned at Staff Council; Do we estimate a number for food/drinks, details, etc? Do we add flyers around campus?
 - iii. **Content: Present 3 Big challenges from survey, Current Recommendations, Progress towards survey comments (ERGs, Accessibility, etc.)**
 - iv. **Polling – Letitia, Rym and Daniel; Sample questions**
 - v. Sign-up sheets for future focus group
 - b. Update survey website with content ✓ – James Dockery and ODCE completed. Continue updating webpage with useful links from other universities, etc.
5. New Business
 - i. Recent issues on campus - Do you know which office/committee receives reports of such incidents on our campus and maintains these records?

Crime Log - <http://www.utdallas.edu/police/publicinfo.html>
Local News - <http://www.nbcdfw.com/news/local/Police-Call-Qurans-Found-in-Toilet-at-UTD-Shocking-and-Unusual-419322194.html>
 - ii. President Benson’s strategic plan – ST4: Diversity and Inclusion

AGENDA
Committee for the Support of Diversity and Equity
May 26, 2017, 11:00 a.m-12:30 p.m.
Synergy Park North Building (SPN) - Conference Room 1.111

1. Opening remarks by Dean Fair
2. Approve minutes
3. Introductions
4. Old Business – Town Hall Discussion
 - a. Update survey website with content
 - b. Make plans for group focus session early fall
5. New Business