

CAS Diversity Committee Report Fall 2017

The Diversity Committee has met twice this semester: on October 2 and November 6.

The 2017-2018 Diversity Committee inherited a 4-pronged approach to encouraging diversity across the university, and particularly at the department level. As an advisory committee, we are unable to meet two of the recommendations/charges (set aside a number of GA positions for students from underrepresented groups and prioritize candidates from underrepresented groups for faculty and staff lines). However, we are currently in the process of taking steps toward meeting two of the remaining charges.

- 1) We are currently in conversation with Dean Bell about the possibility of establishing a fund for department diversity efforts based on proposals made to the CAS Diversity Committee. These funds could be used for a variety of efforts: educating faculty on the importance of diversity and inclusion; recruiting diverse faculty and students; supporting the work of a diversity officer or committee within the department. The committee needs to cement more details regarding the program.
- 2) We want to require departments to include activities to enhance faculty, staff, and student diversity in their departments' annual reports. This proposal will not cost the college and will provide data for diversity metrics and keep faculty mindful of maintaining diverse and inclusive environments.

At our meeting on November 6, we also floated two new proposals: requiring departments to appoint diversity officers and integrating diversity initiatives throughout the CAS strategic plan.