

CAS Diversity Committee Report Fall 2019

- On October of 2019, CAS Faculty Council voted to approve the Diversity's Committee's proposal (i.e. aka "Diversity Initiative"). It was understood that the policy was to be implemented by the Dean's Office in Spring 2019. It was not.
- After having met with representatives from DIEO, SDS and OMA and getting informed about possible training and information synergies among these units and the DC, the committee has approved the following content for the Diversity Initiative:

1- All academic units in CAS will identify a "Diversity Liaison" (faculty or staff member) with whom the Diversity Committee can communicate, share information, and work to enhance diversity and inclusion in the college. Activities regarding diversity will be decided by individual departments, with the diversity committee acting as a resource.

2- Liaisons from across CAS departments will meet once a semester and may also meet with the Diversity Committee.

3- Department chairs will receive diversity info/training once a year and liaisons will receive diversity info/training upon being selected.

4- Department chairs will include a brief summary of departmental activities regarding diversity and inclusion in their annual report.

Of further note: As more information about budgeting becomes available, the committee recommends that:

5- the Dean's Office make resources available (*i.e.* funds) to academic units to enhance diversity and inclusion efforts.

6- the Dean's Office provide incentives (recognition-based and/or resource-based) to departments that make special efforts towards the promotion of diversity and inclusion.

The DC committee will continue to communicate with the Dean's Office, DIEO, SDS and OMA to put the Diversity Initiative into place for Spring 2020.