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| **CIU Committee Meeting** |

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| **March 26, 2018** |
| **3:00pm-4:00pm** |
| **Fleming 4025** |

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| **Attendees:** | Maria do Carmo Pereira da Costa, Fei Gao, Jeff Moyer, Tashia Munson, Christianne Myers (Chair), Tersia Pinder-Grover, Amanda Runyon,Danielle Santos,Meghan Sitar, Tomi Tonomura, |

**End of Year Report**

While the CIU committee discussions have been robust this year, there is a general feeling there has been no concrete progress due to lack of specific direction. The charge of the committee is to consult with and advise vice-provost Robert Sellers, but CIU is also a subcommittee of SACUA. When meeting with SACUA to clarify the relevance of the committee, the Chair left questioning the flow of information and general efficacy.

One recurring theme in our discussions stressed the difference between “Diversity” and “Inclusivity.” The former does not necessarily ensure the latter.

The Faculty Senate Office has asked for feedback and to collect comments on how to best prepare new Senate Assembly members. Many of the questions raised at our last meeting can be included in that response.

* The Bylaws do not provide enough immediate transparency. Could committees be provided with a “cheat sheet” of Faculty governance protocol and structure?
* Clarity and accountability concerning the role of Senate Assembly members. Should there be a report back to each Unit?
* If a committee writes a report, where does it go? How is it presented for discussion?
	+ Ex-As a sub-committee of SACUA, we were frustrated to learn that our unanimous endorsement of a statement was quashed by SACUA without an invitation for follow up in person. Fortunately, a bit of persistence paid off by email and Senate Assembly eventually endorsed it.
	+ Ex-16/17 report on new post-doc program never even went before SACUA. Where did the report go? What are the correct channels?
* At the beginning of the year, could there be a meeting with SACUA and all sub-committee Chairs so everyone is aware of each other’s charges, put names to faces, and ensure any assumed institutional memory is relayed. Common interests and overlap can be discovered.
	+ Ex-As incoming Chair F17, the Chair was only provided a blank agenda form and a link to the committee’s membership.
	+ The creation of Best Practices documentation for incoming chairs to understand their roles and responsibilities to their committees and relationship to each other.
	+ It would also be helpful to understand Robyn Snyder’s role, explicitly.
* Define the relationship between these sub-committees and academic departments and schools.

Concerning the work of CIU directly, we’d like to make the following recommendations:

* Early in the fall, the new Chair would reach out to each of the other subcommittee Chairs to discuss how “inclusivity” could be integrated into each committees’ charges. If the culture of the institution is to shift, then this concept cannot be ancillary.
	+ Ex-Request by Robert Sellers for CIU to work with Administration Evaluation Committee (AEC) to develop more questions regarding administrators performance around DEI for all levels of administration to include on future evaluations.
* The new CIU members will be informed of the organizational structure relevant to DEI issues from the Provost office downward, including SACUA, all of its subcommittees, and their charges.
* Reach out to Rob Sellers’ office much sooner to discover if there is a new initiative his office would like CIU to vet. This should happen by email. Waiting to meet in person, (and an added weather delay) really slowed things down this year.
* Request SACUA add a DEI tab to its website.
	+ There are other kinds of resource tabs available on the site. We’ve already [developed a list](https://docs.google.com/document/d/1o2czK9lykJh87EdQTJGzjy_6IocNINplV5CzyxRe1XE), so it would quite easy for that information to be disseminated. This is a live document of programs and initiatives already vetted and in practice. Adding this tab to the website would amplify these programs and demonstrate SACUA’s commitment to DEI.
	+ Does SACUA have a strategic DEI Plan? This new tab on the site would be a good place to state it.

We conclude our year with these thoughts, suggestions, and ideas listed above for next year. If SACUA wishes for more Faculty to participate in Faculty governance, the process should be made much more transparent. After meeting with Mr. Sellers in February, a charge was revealed: to facilitate communication between the central administration’s DEI office and SACUA. Simply put, the DEI office would like to foster a more robust dialogue with SACUA so that “Inclusivity” can be woven into the culture of the institution.