



To: Sylvia Pedraza, Chair, SACUA

From: Mark Allison, Chair, Committee on Fairness, Equity and Inclusion

Subject: Report on Activities of Committee Name for Academic Year

Members: Irina Aristarkhova, Yi-Su Chen, Anne Cong-Huyen, Carolyn Kuranz, Nicolai Lehnert, Dinesh Pal, Heather Walline, Loyd Mbabu Mark Allison

SACUA Liaison:

Meeting Dates: Last Friday of each month.

Summary:

The committee worked diligently to move towards a more inclusive environment for students, faculty and staff. While the work met with some successes, some parts were met with less appetite for inclusive excellence. The work of the committee is important and does require the university to commit to support that results in tangible and *quantifiable outcomes*.

The topics of focus for the year included:

Defining Inclusion: CFEI undertook the task of revisiting the university's definition of inclusion as it found it significantly lacking particularly in its usage of passive language. The committee thought the definition is pivotal yet does not allow for inclusion to be addressed in any meaningful way. The original and current language states:

" We commit to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion. We know that by building a critical mass of diverse groups on campus and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities."

The committee proposed to change the language, and the following was sent to SACUA. The faculty senate passed the new definition however the administration wanted the new definition revised.

"We commit to ensuring that our University is a place where differences are welcomed, different perspectives are respected, and every individual has equal access to opportunities and resources."



Developing metrics for inclusion: In related work towards inclusion the committee sought quantifiable measures of the inclusive work. The committee thinks that the student body, staff/faculty leadership populations should reflect the demographics of the nation. To benchmark inclusion, the committee asked the office of Equity, Civil Rights, and Title IX Office (ECRT) for similar reporting for title VII (civil rights) as it does with title IX protections. There is reporting for title IX but not discrimination.

Resolution regarding academic freedom as it applies to racism. The committee submitted a resolution about academic freedom to teach historical facts about race and gender. The resolution was passed by the faculty senate.

Tri-campus fellowship proposal: The committee begun work towards a proposal that would allow for students and faculty to access resources between campuses towards inclusion.