

**ADVISORY COMMITTEE FOR THE OFFICE FOR EQUITY AND DIVERSITY
ANNUAL REPORT FOR 2010-2011**

I. STATEMENT OF COMMITTEE FUNCTIONS

Pursuant to *Faculty Policies and Procedures* 6.22., the functions of the Advisory Committee for the Office for Equity and Diversity are as follows:

1. Work with the director of the Office for Equity and Diversity, providing consultation and oversight, and advises the university administration and governance organizations on policy issues related to affirmative action and compliance.
2. Review periodically the discrimination and harassment complaint procedures for effectiveness and appropriateness.
3. Review the functions of the Office for Equity and Diversity in carrying out the office's mission.
4. Review campus committees pursuing discrimination goals regarding missions and coordination.
5. Report annually in June to the Academic Staff Assembly and chancellor as well as to the Faculty Senate.

II. CURRENT OR PAST YEAR'S ACTIVITIES

Seven advisory committee meetings

Highlights for 2010-2011

- Discussion with invited speaker on October 4, 2010: Mr. Ozzyie Chen, EDC chair from Division of Information Technology. Mr. Chen talked about the EDC activities such as monthly brown bag meetings on ED subjects; writing an article on diversity issues in DoIT news; implementing climate surveys; addressing issues regarding accessibility to DoIT buildings; and targeting minority hiring by offering "summer internships" to freshmen students. Mr. Chen also identified areas that would help DoIT EDC functions: (1) ways to communicate campus-wide on ED issues; (2) directions for synergistic activity; and (3) need for resources (facilitators).
- Discussion with invited speakers on November 12, 2010: Dorothy Steele (ED chair, Facilities Planning and Management) and Audrey Trainor (ED co-chair, School of Education). Ms. Steele reported that FPM's EDC holds biweekly meetings. She identified barriers in increasing diversity in FPM: (1) pipeline that connects incoming staffs of certain professions that have gender-biased populations; (2) in the classified staff system to examine and assess before interview selection, certain issues such as sensitivity of the interview questions and interview skills of the applicants should be considered; (3) climate issues — some supervisors are not so sensitive toward ED issues; (4) no known benchmarks with peers; and (5) invisibility of the workers (e.g., working during the night).

Ms. Trainor reported that the ED committee conducted a climate survey involving the entire School of Education, examined the status of underrepresented minorities in the school, worked with search committees to review PVLs for new faculty hiring, and offered recommendations on recruiting targeted groups. Ms. Trainor also identified the following challenges for the EDC: (1) only half of the faculty responded to the survey; and (2) construction of survey questionnaire and resources for survey/reporting.

(continued)

- Discussion with invited speaker on January 31, 2011: Ms. Seema Kapani, staff member in the Office for Equity and Diversity. Ms. Kapani introduced the work in which she and her staff are involved: (1) conducting the Leadership Institute; (2) fostering culture competency — views the community as the target not the individual, personal leadership building, diversity/excellence educational class; (3) learning communities — teaching faculty and TAs about classroom climate, offering seminars on diversity issues. Ms. Kapani believes resistance to equity and diversity stems from power/privileges. Challenges they face include stopping the silence and providing town hall meetings.
- Discussion with invited speaker on April 25, 2011: Dr. Damon Williams, Vice Provost for Diversity and Climate. Dr. Williams talked about the “Inclusive Excellence Initiative of 2008” and the “Strategic Planning of 2009.”
- Discussion with invited speaker on May 18, 2011: Dr. Sean Frazier.

III. CURRENT ISSUES OR CONCERNS

- Equity and diversity on the university campus remains a concern. The main issue is that best practices might not be shared throughout the campus due to its autonomous and decentralized nature and the complexity of the campus’s organization.
- The committee has been discussing the practices and activities in different units that promote equity and diversity.

IV. FUTURE ISSUES

- The meetings with several ED chairs shed light on various issues that different units on campus are facing. The advisory committee will continue to have dialogs with ED chairs to find out the best practices and the challenges related to equity and diversity.
- Issues that continuously surfaced in climate/achievement surveys are serious concerns.

V. SUMMARY/RECOMMENDATIONS

The Advisory Committee for the Office for Equity and Diversity will continue work closely with the Office for Equity and Diversity to consider services and resources that will promote awareness and training for students, faculty and staff about inclusiveness and rights.

VI. COMMITTEE MEMBERSHIP

Faculty

Michele Basso
Mary Beltran
Robert Blank
Que Lan, co-chair
Nancy Mathews
Richard Monette, co-chair
Michael Ramsey-Musolf

Academic Staff

Evelyn Fine
Antonio Noguera
Catherine Stephens

Students

Mikaela Louie
Fatemah Panahi

Classified Staff

Thomas Boll