

Diversity, Equity, Inclusion Ad-hoc Committee Year-End Report 2022-2023

The Diversity, Equity, and Inclusion (DEI) Ad-hoc Committee is charged with reviewing DEI issues in the areas of Academic Senate's jurisdiction. During the 2022-2023 academic year, the committee met with many groups around campus who are advancing DEI efforts in their areas. Here is a summary of this year's activity:

- Dr. Marquita Chamblee, Associate Provost for Diversity and Inclusion and the committee's administrative liaison, met with the group to discuss DEI actions and initiatives happening at the University.
- Shelley Clifton and Kelly Kozlowski, the co-chairs for the DEI Council DEI Strategic Planning working group, led discussions introducing the newly finished DEI Strategic Planning Guide, a template designed to help school/colleges/divisions as they create their own DEI plans.
- Representatives from Student Disabilities Services (SDS), Office of Multicultural Student Engagement (OMSE) and Gender, Sexuality, and Women's Studies (GSW) discussed their efforts around campus, the groups they serve, and how we can support them in their work.
- Dr. Angulique Outlaw, director of the Pathway to Faculty Program, discussed the faculty-centered/unit-led collaborative initiative between the Provost Office and the Graduate School to diversify the faculty at Wayne State. Dr. Outlaw walked the group through the program's practices and procedures as they begin recruiting for their next cohort.
- As a group, we reviewed the non-discrimination policy from UC College of the Law, San Francisco and discussed if Wayne should adopt a similar statement.

Based on the discussion and work performed this academic year, the members of the DEI ad-hoc committee submit these suggestions for consideration by the policy committee:

- After reading the non-discrimination statement from our colleagues at UC College of the Law, San Francisco, we support the effort to reexamine the University's non-discrimination statement as well as revisit old language used in documents and policies in both the Academic Senate and around Wayne State to make sure antiquated language is changed to be more inclusive so that everyone in the campus community can be

represented. This will be a massive undertaking that will require collaboration from many groups around campus, but we believe it to be necessary.

- The group believes that special care must be taken to ensure all member of the Academic Senate, and those we represent, are equally represented in Academic Senate documents and procedures that involve them. Everyone's mission at the University is to serve and support students, and academic staff are essential component at this University and in the Academic Senate. However, at plenary sessions and in documents such as the charges presented to this group, academic staff and students are not represented equally. This needs to be addressed.
- Across the University there are many groups dedicated to improving diversity and inclusion through meaningful actions. Student Disabilities Services (SDS), Office of Multicultural Student Affairs (OSME), Gender and Sexuality Studies (GSW), and many others have done great work in advancing the University's commitment and obligation to DEI efforts. We believe the Academic Senate should take better steps to elevate their voices and supporting their needs. We encourage the Policy Committee find ways to bring their message to those who need to hear it (faculty/academic staff) and do more to advocate for change that would prove to be helpful their areas.
- The Pathways to Faculty Program is a unique and innovative way to train upcoming prospective faculty while at the same time making meaningful efforts to diversify faculty at the University. We believe that the Academic Senate should take more steps to support the program by helping with the recruitment process and better disseminating information about the program to all units across campus.
- This committee is still not an official Academic Senate subcommittee. We hope to be able to become one soon and move forward with incorporating liaisons across campus and making more progress in representing the Academic Senate on DEI issues across the University.
- We want to encourage more guidance and discussion concerning our place in the Academic Senate. We understand that this group will have a say in what we feel is important work that this committee to undertake. However, we want to be sure we are aligning with the Policy Committee's vision and Academic Senate needs.

Respectfully submitted by the members of the Academic Senate DEI Committee

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