

Ad-hoc DEI Committee Recommendations and Bylaw Insights

Through our work this semester, we want to offer our recommendation for possible consideration by the Academic Senate to fulfill our commitment to the University's mission of diversity, equity, and inclusion as well as our charge from the Academic Senate's Policy Committee.

Our recommendations are as follows:

- An investment into building and maintaining a central hub for DEI education that contains tools, resources, and curated examples to guide the University community. The resources could include best practices for inside the classroom and within the workplace, implicit bias awareness in hiring practices education, and emphasizing DEI efforts and offices around campus.
- A greater push for implicit bias education for hiring groups, at all levels of full-time employment searches, as well as establishing university backed protocols and measures for inclusive hiring practices
- Assigning representatives to serve as advisors for search/hiring committees to shape and execute more inclusive search and hiring practices. With proper education and experience behind them, these advisors would help structure interview questions, ensure the proper efforts are taken to create a diverse candidate pool, and other necessary steps with DEI goals in mind.
- An investigation into DEI efforts found in current hiring processes to uncover the practices that are present or missing to ensure accountability of hiring committees and that future unsuccessful efforts are not duplicated.
- An assessment of DEI accomplishments and agendas to see if our current practices are in line with the University's strategic plan as well as the recognized best practices for facilitating meaningful DEI changes around campus.
- Push for greater inclusivity for those in the university community, such including a wider variety of choices to capture the diverse student identity for not only race/ethnic categories, such as an available choice for Arab Americans, but also more diverse personal identifier options in all University systems.

Bylaws Comments and Insights:

We hope that the following insights will help the policy committee in the process to make DEI an official standing committee concerning representation of the future standing committee:

- The opportunity for liaisons for the group to be filled by representatives from other unions around campus, such as a liaison from the Coalition of Unions. Those liaisons will be able to attend our meetings, report concerns to our group, and update their respective groups on our discussions. Since AAUP-AFT historically has a representative serve in other standing committees, we believe this representative from other unions, such as from the Coalition of Unions, should not be from AAUP-AFT to make sure other Unions are represented and included in discussions.
- We believe there should be a representative from other DEI committees across campus, such as from DEI Council, so direct dialogue can occur between our groups with common goals throughout the academic year. We also extend the same courtesy for a member of our standing committee to serve as a liaison in turn. This will also help to serve to connect the group to other DEI efforts across campus.
- As with other standing committees, DEI should also have a student and graduate representative to make sure we are inclusive in our own operation.