

Diversity, Equity, Inclusion Ad-hoc Committee Year-End Report 2021-2022

The Diversity, Equity, and Inclusion (DEI) Ad-hoc Committee is charged with reviewing DEI issues in the areas of Academic Senate's jurisdiction. Since this was the committee's first year of operation with a change in committee leadership halfway through the academic year, our goal for the winter semester was to understand and review DEI issues around campus and build a foundation for future iterations of the committee so they may be effective in their work. The DEI Ad-hoc committee worked on the following:

DEI Review at Wayne State

In accordance with our charge, and with assistance from the Chief Diversity Officer and the group's liaison, Dr. Marquita Chamblee, we reviewed some ongoing DEI actions and initiatives happening at the University. We discussed some actions that resulted from the original University Climate Survey and learned about the upcoming efforts to release a second version in 2023. The group also heard about the upcoming changes happening in the Office of Multicultural Student Engagement (OMSE), such as creating a Director of Black Student Engagement and movement other groups around campus reflecting University's commitment to collaboration and to better serve our students.

Florida Educational Bill

With the distressing Florida Parental Rights in Education legislation, we are concerned for our educator colleagues in Florida and the possible impact it would have to educators here. Since we are a new committee debating serious and sensitive issues, we sent to the Policy Committee our questions and concerns about our place in Wayne State DEI discussions. We have observed inconsistencies in the delivery of DEI centered messaging, and we hope to find clarification and encourage conversation on future DEI policy and practices. This document attached to this report summarizes our concerns.

Some concerns raised in that document:

- What is the DEI committee's place in addressing arising issues such as this one?
- What are the policies and practices in releasing statements concerning issues such as this one?
- What kind of education has been offered pertaining to this new law, and other LGBTQ+ issues that has been widely spread around the campus community?

DEI Recommendations

After understanding the DEI actions taking place around the University, the committee broke into three working groups focused on identifying DEI issues focused on hiring, student support success outcomes, and implicit bias. The working groups then met in between meetings to recommend some DEI initiatives that could be considered by the Policy Committee and the general Senate body. We discussed and gathered our ideas as the submitted recommendation report, as well as creating a database for future iterations of the committee so that they can start their work using some suggested ideas we believe are of importance. Also, since discussions will be taking place over the summer to make this ad-hoc committee into an official standing committee, the Ad-hoc committee offers recommendations for the policy to consider helping make this committee an effective representation of the diverse community on campus and the Academic Senate.

Some highlights from that report:

- An investment into building and maintaining a central hub for DEI education that contains tools, resources, and curated examples to guide the University community
- 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
- 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.

Humbly Submitted,

DEI Ad-Hoc Committee Co-Chairs

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