**Senate Advisory Committee on Equity, Diversity, and Inclusion**

***Annual Report and request to present Recommendations to the Senate***

***Drdave Derezotes, Chair, SAC-EDI***

**Name change and broadening of mission**

**The Senate has revised University** [**Policy 6-002**](https://regulations.utah.edu/academics/6-002.php)**--Senate Committees, effective July 1 2021, to change our Committee name from Senate Advisory Committee on Diversity to Senate Advisory Committee on Equity, Diversity, and Inclusion (SAC\_EDI) to become both more consistent with the current literature and with other University and Community programs and to broaden our mission. The name and mission is summarized below in figure 1.**

figure 1. <https://globaldiversitypractice.com/what-is-diversity-inclusion/> https://www.thoughtco.com/equity-vs-equality-4767021

**Subcommittees**

**The SAC-EDI decided to form three subcommittees for academic year 2020-2021. These subcommittees were working groups, each with a different focus.**

**Most of our work this academic year was focused on the subcommittees. We spent our time talking with many other programs and units on campus to find out what kinds of services currently exist, where the need for change still exists, and then formulating recommendations.**

**SAC-EDI Subcommittees for 2020-2021. The names and potential group actions are described below in figure 2.**

**Figure 2**

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| **SUBCOMMITTEE** | **GROUP GOALS** |
| ***Diversity statement*** | **Develop diversity statement for hiring processes**  **Develop diversity statement for annual reviews, tenure, promotion** |
| ***Culture change*** | **Develop  programs & policies that support campus climate change:**  **These may include teacher training, hiring and recruitment and retention, student services, and reduction of differential impacts & professional loneliness** |
| ***Research and clinical care mission*** | **Develop University policies that foster scholarly research in diversity**  **Develop more inclusive health care systems** |

**Leadership, membership, and work of subcommittees**

**The leadership, membership, and a summary of the work of each subcommittee are described below in figures 3, 4, and 5.**

**Figure 3: Diversity statement**

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| ***Diversity statement subcommittee***  **Mary Anne Berzins**  **Billi Tsuya**  **Maurico Laguan (Chair)**  **Sherry Hayashi**  **Corrine Lewis**  **David Derezotes** |
| For the upcoming year the Subcommittee on EDI for RPT is planning to work on identifying and working with Faculty Affairs offices, the Senate Faculty Review Standards Committee, and the Academic Senate to better strategize the implementation of EDI-focused lens to the RPT process. With the support from these important players this subcommittee will:   1. Promote EQUITY at all levels of University Units 2. Ensure faculty DIVERSITY through recruitment and retention policies 3. CONSTRUCT equitable systems that promote liberation in scholarly activity, curriculum development and teaching strategies 4. Support INCLUSION through recruitment and retention policies   Moreover, the committee suggests [RPT Information](https://academic-affairs.utah.edu/office-for-faculty/rpttrainingandtemplates/) website be updated with the latest practices in EDI/RPT. Although there are areas that can implement a few suggestions, there might also be a need to provide a subset of supplementary documents and templates to better guide the process across the university. Together with the Senate Faculty Review Standards Committee , this work can be strategized and implemented by 2021-2022 AY. |

**Figure 4: Culture change**

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| ***Culture change subcommittee***  **Alex Steele**  **Myra Washington**  **Kate Mattingly**  **David Hawkins   (Chair)**  **Talia Dixon**  **Enfany Ngo**  **Michael Gills**  **Talia Dixon**  **Kimberly Garcia** |
| For the upcoming year the Subcommittee on Culture Change is planning to work on identifying and working with a small set of University units (5-7) on piloting the use of the Personal Diversity Statement (PDS) among faculty. We will support a handful of colleges, departments and academic programs as they begin orienting their own faculty on how to… 1. prepare their own diversity statement 2. integrate the PDS as part of their professional development plan 3. and prepare for continued growth In advance of the pilot program, participating cohorts will engage in series of small, informal workshops to help orient faculty to the PDS.  This might include discussions regarding what activities, materials, and information faculty typically include in their Diversity Statements (Chavous, National Cntr for Institutional Diversity), a review of Diversity Statement examples (UCSD physical science faculty), or the approaches used at other schools (Vanderbilt, Cornell). Discussions can also occur around common tips and tools (UNC Writing Center), style guides, or recommendations and procedures for candidates applying at other institutions (UC Berkley, UC Davis and UPenn).  The aim of these preliminary discussions/workshops will be to encourage faculty to think about how they approach diversity in their teaching, research, and community practices—and then consider how they might continue cultivating the work and present it to others (in the PDS). A few additional goals may include promoting greater discussion around department practices in pursuit of EDI, alleviating faculty concerns and confusion over how the documents will be used, and exploring opportunities for peer support, mentorship, and collaboration. Emphasis will be on aligning individual efforts with the University of Utah’s institutional objectives. |

**Figure 5: Research and clinical care mission**

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| ***Research and clinical care mission subcommittee***  **Marcia Cook de Wolfe   (co-Chair)**  **Teshia Koffi   (community co-Chair)**  **Juan Gallegos-Orozco**  **Melissa Cheng**  **Dennis Wei**  **Randy Dryer**  **Julio Cesar Facelli** |
| **(This subcommittee is expected to continue working on these issues next academic year).** |

**Request to present subcommittee recommendations to Senate**

**The SAC-EDI would like to present recommendations to the full senate on Monday March 29th.**

**These recommendations will be presented by members of the two subcommittees that are ready.**

**Figure 6**

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| **SUBCOMMITTEE** | **RECOMMENDATIONS TO SENATE** |
| ***Diversity statement*** | **Recommendations to be presented on March 29th** |
| ***Culture change*** | **Recommendations to be presented on March 29th** |
| ***Research and clinical care mission*** | **Recommendations to be presented probably next Academic Year** |
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**Current SAC-EDI membership**

**SAC-EDI membership can be found at** <https://academic-senate.utah.edu/committees/sacd/>.