

Subcommittee Recommendations

(preliminary drafts 3/7/2020, written by subcommittees)

Hiring, annual review, promotion, tenure

Mary Anne Berzins ; Mauricio "Mo" Laguan (Chair) ; Billinda Tsuya ; Sherrie Hayashi ; Shelby Hearn David Derezotes

1. A Personal Diversity and Learning Statement (PDLS) should be required for hiring process for all University employees, including staff, faculty, administrators
2. Applicant must describe in PDLS that they have done in previous positions, to learn about and implement diversity and inclusion goals.
3. Applicant must also describe in PDLS how they plan to continue learning
4. There should also be a mechanism to continue to affirm, review, and if necessary update this PDLS in annual reviews, tenure decisions, and decisions for promotion.

Land acknowledgement

Mary Burbank, Shami Kanekar, Kalani Raphael, and Kate Mattingly (Chair)

Research was conducted on Land Acknowledgement from the PAC 12 schools. Each university has a Land Acknowledgement statement and this information was compiled in a document that is available to the Land Acknowledgement committee organized by SVP Reed. It is suggested that this committee work with tribal elders to build relationships that support the needs of Indigenous Nations in this area, and that the Land Acknowledgment protocol extend across main campus and the health sciences community. This would reflect our commitment to President Watkins's mission of "One U."

Most importantly, Land Acknowledgment is a preliminary step towards securing more recognition and support for Indigenous students and Native Studies at the University of Utah. Further actions include increasing scholarships for Native Americans and offering in-state tuition to any enrolled member of the 562 federally recognized American Indian Tribes. Additional steps include examining course contents to make sure there is no misinformation about Indigenous Nations, and offering educational events for faculty and students on Native American history and current events. We are currently discussing the possibility of a committee that would research statues and plaques on campus that may honor people who fought against and killed Indigenous peoples and make recommendations about their removal.

Reporting and response

Mary Burbank, Shami Kanekar, Kalani Raphael, and Kate Mattingly (Chair)

1. Develop a ready-access resource for faculty, staff, and students that outlines a systematic plan for reporting incidents of bias, discrimination and/or violations of policies:
 - a. Contacts
 - b. Recommendations for routing concerns and to whom/where
 - c. Resources
 - d. Policy references.

Student safety

Michael Gills (co-Chair), Marcia Cook, Enfany Ngo, AnnaMarie Barnes (co-Chair), Sherrie Hayashi, Gregoria Alegria, Taha Abdallah

Fostering a culture of safety on campus needs a unified and holistic approach, taking both physical and personal safety into account. The SACD Subcommittee on Student Safety recommends that students be deeply engaged in defining what that culture looks like. The University should ensure that a diverse spectrum of students are represented in every stage of directing organizational change. Existing and future resources should work cohesively and in tandem, and students should have greater and more inclusive access to those resources.

Student survey results coming

Data committee

Michelle Peets (Chair), Alex Steel

1. Major findings regarding our study of sister institutions includes:
2. Other major findings: