

Senate Advisory Committee on Diversity 2016-17 Brief Summary

This was my first year as chair of the SACD, and the previous chair had done such a stellar job at doing research and getting the first pilot faculty mentoring for diversity project started on campus this year, which is going spectacularly well. We didn't have a specific charge for the first part of the year, so we spent the year mostly acquainting ourselves with various diversity efforts happening on campus and asking meaningful (to us) questions to help guide us.

Here are a few highlights of information we gathered in this initial process.

- Compared to the other PAC-12 schools, we're doing average or above average in our diversity efforts.
- We need better statistics for gender, without the binary presumption of gender. The LGBTQ Resource Center on campus is keeping tabs on the progress of this.
- We attempted to compile a list of diversity definitions from all the PAC-12 schools. The University of Utah doesn't have one definition of diversity and after discussing this with Kathryn Stockton, this may not make sense for us. Each department/college/office on campus has slightly different needs and focus and so having their own definition of diversity seems reasonable. For example, women are considered a minority population in departments/schools such as Computer Science or Mathematics, but in Education, they are not.
- A couple of us attended the PAC-12 ALC (Academic Leadership Coalition) session on campus climate when it was here in March and got to listen and give our feedback.
- We met with Kathryn Stockton to discuss all the efforts on campus supporting diversity. We'd like ways to involve and inform more students on campus about all these great efforts.

About half way through spring semester, Bob Flores met with the SACD to give us a charge of making the non-discrimination policies at the U consistent, which we unanimously accepted. Policy 1-012 is now in place, thanks to the General Counsel's office, that outlines the university's non-discrimination policy. However, there are at least six other policies on campus, including Policies 5-102, 6-316, 6-400, 6-404, 5-106, and 6-011 that have non-discrimination statements that differ from policy 1-012. We are in the process of writing a proposal to update those policies to ensure uniformity in this policy across campus. Additionally, we should have said proposal ready to present to the Senate sometime in the fall semester.