

## Faculty Senate DEI *ad-hoc* Committee Report to the Faculty Senate

July 3, 2024

The Faculty Senate Diversity, Equity & Inclusion (DEI) *ad hoc* Committee was charged shortly after the start of the 2023-2024 academic year, in order:

- to review a matter emerging for consideration by the full Senate that a member has flagged as potentially having a disparate impact on some demographic population, and if warranted, provide in a timely manner a report on the issue(s) for consideration by the Executive Committee before the full Senate acts on the matter;
- to periodically evaluate trends emerging from a series of Senate actions that may cause disparate impact on particular demographic groups even though the actions individually seem neutral;
- to periodically evaluate the efficacy of the committee and its procedures in achieving its charge.

Committee composition is as follows:

There shall be six members, one elected by each Standing Committee and one chair elected from the Faculty Senate at large. The Provost's Office shall have one non-voting *ex officio* representative.

The senators elected to the Faculty Senate DEI *ad hoc* committee were:

- Bonnie Fonseca-Greber      Committee Chair
- Erin Gerber                  Academic Programs Committee
- Martin Hall                  Committee on Committees & Credentials
- Enid Trucios Haynes      Executive Committee
- Roy Fuller                    Part-Time Faculty Committee
- Sara Choate                  Planning & Budget Committee
- Christopher Tillquist      Redbook & Bylaws Committee
- Cherie Dawson-Edwards    Provost Office—Ex Officio (Non-Voting)

Our committee met monthly throughout academic year 2023-2024 to consider DEI issues percolating within the university and beyond, including engaging in implicit bias training with Marian Vassar, at our January 17 meeting. On May 15, the committee chair presented a report of our year's activity to the Faculty Senate Executive Committee, who re-authorized the Faculty Senate DEI *ad hoc* committee for another year to evaluate how well the structure works through another academic year.

Respectfully submitted to the Faculty Senate by Diversity, Equity, and Inclusion (DEI) *ad hoc* committee chair, Bonnie Fonseca-Greber, on July 3, 2024.