Committee on Diversity and Equity
Minutes of Meeting
September 12, 2018

Present: Josh Knox (Chair), Corinne Conway, Jessica Delgado, Lisa Edwards, Ashley Faytol, Sameena Mulla, Kali Murray, Karen Robinson, Janice Welburn, William Welburn (ex officio)

The Meeting began with a reflection led by Josh Knox.

Ad Hoc Service Burden Equity Sub-Committee
During the 2017-2018 academic year, the Academic Senate designated an Ad Hoc Service Burden Equity Sub-Committee to explore questions of unequal distribution of service labor among faculty, particularly as it relates to tenured and tenure track faculty. Academic Senate designated the group as a sub-committee of the CDE. Membership was constituted on a volunteer basis, with faculty drawn from Academic Senate and CDE. Josh Knox, Julia Azari, and Kali Murray were among 2017-28 CDE members who volunteered for the assignment. Mr. Knox and Dr. Azari met with the provost and Cheryl Maranto (2017-18 President of Academic Senate).

Moving forward, the members of CDE who are on the Ad Hoc committee will:
- reach out to last year’s committee,
- secure commitments for participation this academic year,
- convene the group to select a chair,
- and make a plan for completing the sub-committee’s work.

The sub-committee’s work last year began with identifying data sources, and exploring approaches for quantifying service and inequality. They will continue this work this year, paying particular attention to uncredited and informal service, which is unlikely to be recorded in existing data sources. They will seek to incorporate not simply the number of service commitments, but identify those that are time-intensive. CDE members requested that Gary Meyer serve as ex-officio to the sub-committee. The goal of the sub-committee is to compile data and derive policy recommendations to promote equitable service burdens among faculty.

Diversity and Inclusion Award
As the pool of nominees for the Faculty Diversity and Inclusion Award grows, the committee recognizes a need for a more detailed rubric. CDE decided to delegate the task to a working group. Dr. Robinson, Dr. Edwards, Ms. Faytol and Dr. Welburn volunteered to serve on the working group and will revise the rubric and present a draft for consideration at a future CDE meeting.

Future Business for 2018-2019 Year

Marquette University Police Department
A representative of the Marquette University Police Department (MUPD) will join the CDE as is our annual custom. CDE hopes to hear more about the Diversity Liaison officers, community policing initiatives, and any issues of relevance bearing on diversity and equity related issues. This annual meeting is part of efforts to involve MUPD in a cycle of accountability.

**Scheduling**

- The March 13, 2019 meeting will be rescheduled as it lands during Spring Break. Gary Meyer will be invited to present on his on-going faculty exit interviews at the rescheduled March meeting.

**Diversity and Inclusion Sub-Committee Exploration**

- CDE members noted that if the Diversity and Inclusion Award process grows as a time commitment, it may be necessary to designate a sub-committee to do the work of selecting the honoree. This will insure that the selection process is carried out with diligence, while not interfering with the on-going work of the committee and its other commitments. CDE will reflect on whether this is a necessity once this year’s applications have been received.

**Equitable Hiring Practices**

- In its on-going effort to remain vigilant about the inclusive hiring practices, CDE will work with Dr. Welburn to identify the demographics of the 2018-2019 new faculty cohort.

- CDE will explore the practice of recommending that faculty job candidates submit Diversity Statements as part of their job application materials. Sameena Mulla will provide the committee with briefing material on the use of Diversity Statements in faculty recruiting and hiring.

**Student Bias Incident Reports, Follow-up and Title VII**

- CDE discussed diversity-related issues experienced by students within the residence hall contexts. Members noted that resident assistants have become conduits for reporting bias incidents. The Office of Diversity and Equity is working to address bias incident reports with the goal of producing a website to report to the community. Students have also submitted the results of a petition gathering data on classroom equity complaints and concerns to Dr. Welburn. He will share the petition with CDE. CDE discussed these issues in the context of reporting and intervention processes for bias incidents related to racial prejudice, and identified a gap in Title VII expertise and services. Ms. Delgado, Dr. Murray, and Dr. Mulla will draft a recommendation letter on behalf of CDE, urging the university to seek a Title VII coordinator.

**The meeting was adjourned at 10:15 am.**