1. **Committee Membership:**
   Dr. Jean Grow, Chair, Communication (2018); Dr. Monica Adya, Management (2017); Jesse Byam-Katzman, professional student representative (2017); Lisa Edwards, Education (fall replacement for Murray); Joshua Knox, Physician Assistant Studies (2019); Sameena Mulla, Social and Cultural Sciences (2018); Kali Murray, Law (2017); Dr. Karen Robinson, Nursing (2019); Eva Rodriques, undergraduate student representative (2017); Ryan Warner, graduate student representative (2017); Ex Officio: Dr. Kerry Egdorf, Ombuds; Dr. William Welburn, Executive Director for Diversity and Inclusion.

2. **Committee Meetings:**
   The Committee met the second Wednesday of each month September 2016-May 2017.

3. **Senate Charges to Committee:**
   The Charge of the Committee on Diversity and Equity is that it bears responsibility for ensuring, promoting, facilitating, and monitoring diversity and equity opportunities at Marquette University (details as addendum).

4. **Response to Charges:**
   Details of accomplishments related to charge work are listed below.

5. **Committee Work and Accomplishments** (* indicate continuing initiatives):
   a. Met with Jacki Black to learn details on HSI initiative.
   b. **Created a new protocol for hiring** with a focus on D&I. Presented it to the Deans Councils and expect it to be implemented in 2017/18.
   c. Met with Senior Vice Provost Gary Meyer to share best practices for exit interviewing, with a focus on D&I. The CDE’s goal was to **create a formalized system for tracking D&I issues as they emerge within exit interviews**, Vice Provost Meyer was very receptive. Beginning next year SVP Meyer will present an annual report to the CDE each Fall.
   d. **Sent guidance letters to Provost stating concern about P&T** for A) a negative vote for female faculty member and B) a negative vote for promotion for a faculty who had historically demonstrated a significant commitment to D&I work and the chilling event votes like this could have.
   e. **Began an exploration into data on adjunct and clinical faculty**, including meeting with Alix Riley to gather data. This effort is focused on determining what inequities they may be experiencing and what suggestions could be made (in 2017/18) to address these concerns.
   f. * **Met with Marquette Police**, which will now be an annual CDE meeting, to get report on initiatives related to D&I and shared concerns. The CDE was impressed by the community building that the department is doing.
   g. * **Continue to monitor salary and promotion equity among women** faculty. As of this date we are still waiting on the annual comparative gender equity salary summary.
   h. * **Oversaw the selection process for the Faculty Award for Excellence in Diversity and Inclusion** final candidates.
   i. * **Ongoing collaboration with the Diversity Advisory Board**, chaired by Dr. William Welburn.
   j. * **Promoted relevant programs, events and services**, which help advance equity, diversity and inclusion for both faculty and students.

6. **Unfinished Business:**
   a. Complete work on adjunct and clinical faculty as related to diversity and equity concerns.
7. Committee Recommendations for Unfinished and Future Business:
   a. Prioritize hiring and retention of diverse faculty:
      i. Track each department’s compliance with the new D&I hiring procedures, encourage a diversity hiring plan in each college, including college benchmarking, and provide CDE with access to the data for tracking.
         1. Goal in next ten years: 8% Hispanic, 8% Black, 1% Native American.
      ii. Build collaborations with Advancement that will fund diversity and inclusion initiatives
         1. CDE noted this in previous years and have not noticed significant progress in this area.
   iii. Encourage OMC to strategically and robustly focus on diversity and inclusion
         1. CDE noted this in previous years and have not noticed significant progress in this area and strongly restate our concern.
      iv. Create a university wide dialogue on a teaching and learning culture that recognizes the unique teaching challenges faced at Marquette by diverse faculty members.
      v. CDE applauds the launch of the new Center for Community Engagement.
   a. Prioritize diversity work as part of the promotion process, including scholarship, teaching and service.
   b. Hold Deans accountable for protecting female faculty from unfair service burdens.
   b. CDE to complete work on adjunct and clinical faculty as related to diversity and equity concerns.
      i. CDE has collected some data and will be working with HR and various Deans to gather other data in order to make recommendations by spring 2018.
   c. CDE would like to recommend student committee members, moving forward.

Respectfully submitted: Jean Grow, Chair, April 21, 2017

CDE Charge

1.04 Committee on Diversity and Equity

The Committee on Diversity and Equity is responsible for ensuring, promoting, facilitating, and monitoring diversity and equity opportunities at Marquette University. Its business may be initiated by the UAS, the Provost, other UAS bodies, individual faculty, academic staff, or undergraduate, graduate, or professional students.

The Committee on Diversity and Equity defines the terms diversity and equity in the following manner:

Diversity refers to the experience of each member of the University community; with the understanding that each individual possesses unique social identities and that some of these social identities can intersect. Our commitment to diversity also includes cultivation of a climate that respects and values individual differences. Thus, the principles of diversity and inclusion refer to characteristics of each social identity* (including the intersection of multiple identities) as well as systemic factors that lead to an inclusive community and environment.

Equity is the full embrace of equality and fairness. The term equality is defined to mean that an individual should receive fair and similar treatment within a given community. Fairness means just
treatment of all persons within the University community with an acknowledgment that persons with certain social identities have historically been oppressed within society. Therefore it is important to recognize that personal, cultural, institutional, and organizational discrimination and stigmatization along social identities creates and sustains privileges for some while creating and sustaining oppression for others. Further, the Marquette University community embraces the ethic of cura personalis, and shares a commitment to moving beyond tolerance to embracing diversity.

*Note: In keeping with Marquette University’s Catholic Jesuit mission and with respect for all individuals, social identity is meant to be inclusive. Examples include but are not limited to race, ethnicity, national origin, immigrant status, gender, sex, sexual orientation, gender identity, age, physical ability, cognitive ability, mental illness, religious beliefs, physical appearance, income or economic background, military status, geographic location, marital status, education, parental status.

Responsibilities:

1. Promotes diversity and equity opportunities at Marquette University. The term promote includes but is not limited to the following activities: building alliances across social identities; instilling values and providing tools that enable members of the University community to work together to eradicate all forms of individual and institutional discrimination and oppression; practicing mutual respect for social identities; and exploring differences and similarities in a safe and nurturing environment.

2. Ensures that diversity and equity opportunities are available at Marquette University. The term includes but is not limited to the following activities: supporting and planning ongoing activities related to diversity and equity; facilitating analysis of gaps, needs and opportunities.

3. Monitors diversity and equity opportunities at Marquette University. The term monitor includes but is not limited to the following activities: synthesis and critical analysis of reports related to faculty hiring, retention, promotion, and salary.

4. Provides an annual report to the University Academic Senate

The Committee may:

5. Undertake campus-wide assessment of diversity or equity, as directed by the President of the University, or other university official. The term assessment includes but is not limited to the following activities: collaboration with administration to obtain the data necessary to analyze and report comparisons with prior data and internal and external benchmarks.

Membership

Membership includes six faculty members representing a broad range of disciplines and two participating faculty members, one from the library and one adjunct. All members are appointed by the Provost with recommendations offered by the committee. The Marquette University Student Government will select one undergraduate student and the Graduate Student Association will select one graduate student and one professional student to serve on the Committee. The Associate Provost for Diversity and Inclusion, the Director of the Gender and Sexuality Resource Center and the Ombudsman will be ex-officio members of the Committee. Voting members are appointed for three-year terms. The chair is a faculty member elected by the members of the Committee. Student member responsibilities only include those responsibilities outlined in UAS statutes Section 1.04, “1” and “2”.

3