

**University Faculty Senate  
Equity, Inclusion, and Diversity Committee  
Sinikka Grant, Chair  
End-of-year Report 2021-2022**

**Committee Charge**

The Committee on Equity, Inclusion, and Diversity will concern itself with issues pertaining to equity, inclusiveness, and access, as they are reflected in the curriculum, student body, and personnel of the State University. Among the activities of this committee will be collecting and disseminating information, organizing periodic meetings and workshops, and providing guidance and recommendations to the Senate so that it may act with the best intentions of all people in mind.

**Members 2021-2022**

<b>Member</b>	<b>Campus</b>	<b>Email</b>
Beraki, Mensteab	Farmingdale	<a href="mailto:berakim@farmingdale.edu">berakim@farmingdale.edu</a>
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Guerrant, Mary	Cobleskill	<a href="mailto:GuerraMT@cobleskill.edu">GuerraMT@cobleskill.edu</a>
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**Student Assembly Liaison**

None currently appointed

**System Liaison:**

No system liaison for the spring

**FCC Liaison:**

Candice Vacin

**Committee meeting dates**

The full committee met five times in the fall as well as in the spring. In addition, two subgroups have held separate meetings, as has the ad-hoc group working on guidance for the implementation of the General Education category, Diversity: Equity, Inclusion, and Social Justice DEISJ). Member participation and engagement has been outstanding.

## **Summary of committee actions academic year 2021-2022:**

- In the fall of 2021, the EID subcommittee working on the issue of invisible work and other obstacles to the advancement of historically underrepresented faculty prepared a detailed memo that they shared with the rest of the committee. The subcommittee, EID chair, and representatives of Operations Committee together wrote the resolution for Advancement of Historically Underrepresented Faculty, which both committees endorsed, and which was adopted at the 190<sup>th</sup> Plenary.
- The committee also drafted a resolution for Successful Implementation of the SUNY General Education Category “Diversity: Equity, Inclusion, and Social Justice”, which was adopted at the 190<sup>th</sup> Plenary.
- After the Winter plenary, the EID committee established an ad-hoc task group 1) to explore ways to increase subject area expertise in DEI & Social Justice, 2) to create best practices guidelines to help campuses review and evaluate courses for inclusion in this category that is a required knowledge area in the new General Education Framework and 3) to assess the courses in this knowledge area. The Task Group members are: Seth Asuma from Cortland (he was instrumental in developing the learning outcomes for this category), Christopher LaLonde, the Director of General Education at Oswego, Associate Provost David Cantaffa and Assistant Provost Deborah Moeckel from SUNY Office of the Provost, UFS President Keith Landa, and EID committee members Ritu Radhakrishnan and Sinikka Grant (Chair). This group has continued its work through the spring and has developed a “Guidance from University Faculty Senate to Campuses on Approving Courses for the DEISJ Requirement” document, which will be posted both on the SUNY Council of Assessment website as well as on the SUNY GE page on the suny.edu website. This will be a living document, on which we can add guidance as new questions or concerns emerge.
- Additionally, the Task Group has written a “Proposal to Establish a Teaching Diversity Faculty Program”, which the EID committee at large has endorsed, and which will now be presented to the UFS Executive Committee for approval. If approved, the proposal will be sent to the SUNY Academic Affairs for consideration.
- EID chair is also part of a larger group working on an assessment rubric and on gathering other tools (sample syllabi, assignments, etc.) to help campuses in the implementation of courses for the DEISJ category. This group consists of members of the SUNY Council of Assessment, UFS, FCCC, and Associate Provost David Cantaffa and Assistant Provost Deborah Moeckel from SUNY Office of the Provost. The work of this group continues.
- **On the Agenda for Fall of 2022:**

### **EID committee has two subcommittees that will continue their work in the fall:**

- One subcommittee is exploring the safety of faculty teaching Racial Equity and Social Justice material. They are examining, for example, threats to faculty stemming from organizations as TurningPoint.org and CampusReform.org.
- A joint subcommittee with EID Committee and the Student Life Committee will continue to work on a resolution on preferred name and pronoun in faculty-facing databases (withdrawn from the Winter Plenary).

- **Other items on the agenda for 2022-2023:**

UFS passed the resolution on Racial Equity and Social Justice Curriculum in the 186th Plenary, Fall 2020. However, with COVID and the turmoil in SUNY Chancellor's office, no action has, to my knowledge, been taken on the system level. Several campuses have endorsed the resolution, but again, with COVID and financial concerns, the issue has likely been in the backburner on most campuses. The Committee will therefore examine how to get the issue back on the radar of both SUNY system and individual campuses.

- Work to help the implementation of courses in the DEISJ category will likely continue at least to some extent in the fall