

## MEMORANDUM

TO: School of Education Policy Council  
Carmen Medina, Chair  
FROM: Jessica Lester, Chair, Committee on Diversity  
SUBJECT: Annual Committee Report to Policy Council: Committee on Diversity  
DATE: April 25, 2017

During the 2016-2017 academic year, the Committee on Diversity met 8 times, with time and energies focused on the following seven activities/initiatives: 1) Building Accessibility Mapping; 2) Instructional Materials/Resources to Promote Inclusive Educational Practices; 3) Analysis of Peer Institutions' Diversity Plans; 4) Data Collection Related to the Development of an Office of Diversity, Equity, and Inclusion (DEI) 5) Faculty Diversity Plan; 6) Faculty & Staff Retreat Focused on DEI; and 7) TeachEducateAct(TEA) Talks Series.

Activities/initiatives 5 through 7 were developed and carried out by the Faculty Diversity Plan Subcommittee<sup>1</sup>, which was formed in May 2016 in response to the Policy Council's charge to develop the Faculty Diversity Plan for the School of Education (SoE). Members of the subcommittee (some of whom were also members of the Committee on Diversity) gave updates to the full Committee on Diversity monthly and also invited the members of the Committee on Diversity to offer feedback on all activities/initiatives.

Each of the Committee of Diversity's activities/initiatives is described in greater detail below.

### **Building Accessibility Mapping**

During the September-October 2016 meetings, concerns related to the accessibility of the Wright Building were raised by several members of the Committee on Diversity. Committee members felt that it would be useful to identify resources for conducting either an internal or external evaluation of the SoE's building to assure that all people have equitable access to the SoE's physical spaces. In response to the concerns raised, Lester contacted officers of AERA's Disability Studies-SIG to determine whether experts and/or resources for supporting a 'building accessibility mapping' were readily available. She was directed to contact Dr. Scott Kupferman, a scholar who works at University of Colorado, Colorado Springs. Dr. Kupferman provided multiple resources to Lester, which were shared with the Committee on Diversity.

The Committee of Diversity determined it would be useful to meet with staff with the SoE who may be involved in assuring ADA compliance. Lester therefore met with Donna Stevens and Jeff Buszkiewicz to determine whether ADA officers already exist within the SoE. During this meeting, Stevens and Buszkiewicz determined to contact IU's ADA consultant. At this time, IU's ADA consultant has been working directly with Stevens and Buszkiewicz. The ADA consultant has completed a 'walkthrough' of the SoE building with Stevens and Buszkiewicz.

Stevens and Buszkiewicz are exploring whether the ADA consultant and his team might conduct a formal evaluation of the building.

### **Instructional Materials/Resources to Promote Inclusive Educational Practices**

Beginning in December 2016, the SoE's Office of Instructional Technology has collaborated with the Committee on Diversity to develop an online, instructional resource for instructors within the SoE. This resource will serve to provide a framework whereby instructors can critically assess their syllabi and course instruction to assure universal accessibility for all students. At this point, Lester has met with the Office of Instructional Technology three times, offering feedback on the framework/template being created. In addition, both Karen Hallett-Rupp and Zulfukar Ozdogan attended the Committee on Diversity's April, 2017 meeting to share the current framework and acquire feedback from the full committee. The Office of Instructional Technology and members of the Committee on Diversity will continue develop this resource over the summer and fall months.

### **Analysis of Peer Institutions' Diversity Plans**

As part of the Diversity of Committee's broader aim of developing a schoolwide diversity plan, the Committee on Diversity recognizes the importance of becoming familiar with how peer institutions conceptualize 'diversity' and generate diversity plans aligned with their strategic aims. As such, Antonia Leotsakos, a member of the Committee on Diversity, led efforts to generate a list of peer institutions with their associated (publically available) diversity plans collected. This information was reviewed and discussed by the Committee on Diversity during the fall 2016 and spring 2017 meetings. In addition, during our April, 2017 meeting, we invited David To (Academic Advisor, Office of Teacher Education) to share further ways in which we might become more familiar with the strategic actions that our peers are engaged in related to DEI. The data and information collected around peer institutions' Diversity Plans will certainly support the Committee on Diversity in the coming months/years in the developing a schoolwide diversity plan.

### **Data Collection Related to the Development of an Office of Diversity, Equity, and Inclusion**

During the 2016-2017 academic year, the Committee on Diversity began discussing key initiatives that might support the SoE in promoting and sustaining DEI. One initiative that became a focus was the possibility of developing an Office of DEA led by an Associate Dean of DEI within the SoE at Indiana University Bloomington. Notably, this focus emerged from the ongoing efforts to establish a schoolwide diversity plan and came with strong support from the members of the Committee on Diversity and members of the Faculty Diversity Plan Subcommittee. In addition, many of the faculty and staff members who participated in the SoE retreat focused on DEI (on March 24, 2017) expressed the need for developing such an office, as well as an Associate Dean of DEI position to expand, sustain, and institutionalize DEI-related efforts within the SoE. To generate a broader understanding of such an office, members of the Committee on Diversity (Ellen Vaughn and Jessica Lester) identified other schools/colleges of education within the Big 10 Universities that have similar offices, noting (where possible) whether these offices were led by tenured faculty or staff and the scope of such office. We found

that five colleges at other Big 10 Universities have existing Offices of DEI (named different things by the various institutions). We included the recommendation for the development of such an office and Associate Dean position within the Faculty Diversity Plan.

**Development of the Faculty Diversity Plan**

During the 2016-2017 academic year, the Committee on Diversity’s primary activity has been the development of the Faculty Diversity Plan. This activity has been led and executed by the Faculty Diversity Plan Subcommittee.

In the summer of 2016, we proposed a year-long process to ensure that the Faculty Diversity Plan was representative of the SoE community and all affected groups. Specifically, we proposed a six phase process, with some of these phases focused on holding conversations (phase I-V) and other aspects focused on institutionalizing the ideas generated. The phases, related events, and timeframe for the development of the Faculty Diversity Plan are listed in Table 1.

Table 1. The Process of Developing the Faculty Diversity Plan.

<b>Phases &amp; Goals</b>	<b>Events</b>	<b>Timeframe</b>
Pre-work	Baseline DEI training.	August, 2016
Phase I – visits to department meetings	Ask for top three barriers/challenges in achieving DEI goals.	August 2016-January 2017
Phases I – II – discussions with SoE community	Faculty Roundtable conversations around policies and structure, climate, and instructional innovation.	October 21, 2016 following the SoE faculty meeting
Phase III-IV	Retreat for SoE faculty/admin and lead staff members to develop collectively the Faculty Diversity Plan.	March 24, 2017
Phase V - VI	Write up the Faculty Diversity Plan and share with Dean Mason, Associated Dean Gary Grow, Policy Council, and OVPFAA for ratification & institutionalization of the Faculty Diversity Plan.	May 2017

Ongoing	TeachEducateAct (TEA) Talk series – speaker series on topics related to DEI	Two speakers during the 2016-2017 academic year.
---------	---	--

At this point, the Faculty Diversity Plan Subcommittee has reviewed and commented on the drafted Faculty Diversity Plan, as well as the members of the Committee on Diversity. The Faculty Diversity Plan draft has now been submitted to Dean Terry Mason and Executive Associate Dean Gary Crow for comment. We anticipate submitting the Faculty Diversity Plan to members of the Policy Council late April, 2017 or early May, 2017.

**Faculty & Staff Retreat Focused on DEI and the Faculty Diversity Plan**

As part of the work related to the development of the Faculty Diversity Plan, the Faculty Diversity Plan Subcommittee developed and hosted a Retreat focused on DEI on March 24, 2017. The retreat included both working time around key components of the Faculty Diversity Plan and professional development opportunities with two external speakers. The outcomes and goals of the retreat included the following:

- To generate and discuss guiding SOE values, mission, and vision in relation to diversity of faculty, staff, and students from historically underrepresented groups.
- To determine policies that facilitate and/or needed policies that will facilitate DEI accountability as it relates to faculty, staff, and students from historically underrepresented groups.
- To determine DEI Best Practices in the SOE as relates to faculty, students, and staff.
- To facilitate stakeholder input for faculty diversity plan.

Over 60 individuals participated in the retreat, with feedback surveys being positive overall. Importantly, the data generated in the working groups directly informed the Faculty Diversity Plan.

**TeachEducateAct (TEA) Talk Initiative**

In an effort to promote and sustain conversations around DEI, the Faculty Diversity Plan Subcommittee developed an interactive speaker series. TEA talks are envisioned as being an ongoing series designed to ensure that our students, faculty, and staff remain engaged and continue to champion issues of DEI. Thus far, two TEA Talks have been held. The first TEA Talk took place on January 20, 2017, and was facilitated by Dr. Lamara Warren (Interim Assistant Dean of Diversity and Education in the School of Informatics and Computing at Indiana University Bloomington). Dr. Warren’s talk focused on implicit bias. The second TEA Talk took place on March 31, 2017, and was facilitated by Dr. Rich Milner (Professor of Urban Education at the University of Pittsburgh). Dr. Milner’s talk focused on engaging in dialogue around intersectional understandings of socio-economic status, gender, sexuality, and

discrimination in higher education. Meeting dates for the 2017-2018 TEA Talks have been identified, as the Committee on Diversity aims to continue this initiative.

---

<sup>1</sup> The Faculty Diversity Plan subcommittee was created in May 2016 and included the following members: Elizabeth Boling, Gretchen Butera (Fall, 2016), Stephanie Carter-Power (Co-Chair), Tom Nelson Laird, Jessica Nina Lester (Co-Chair), Kerrie Wilkins-Yel (Spring, 2017), Russ Skiba (Fall, 2016), and Donna Stevens (Spring, 2017).