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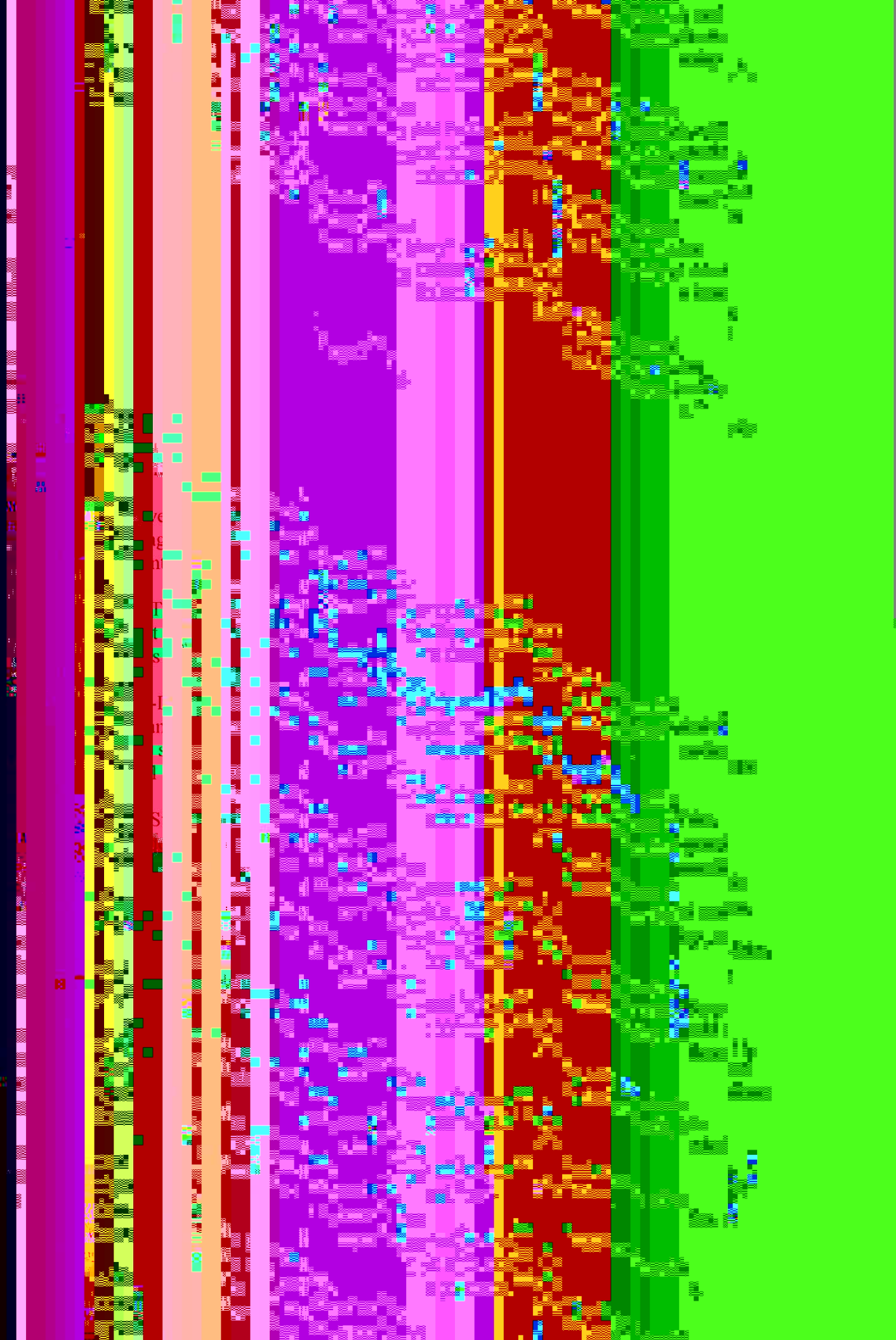
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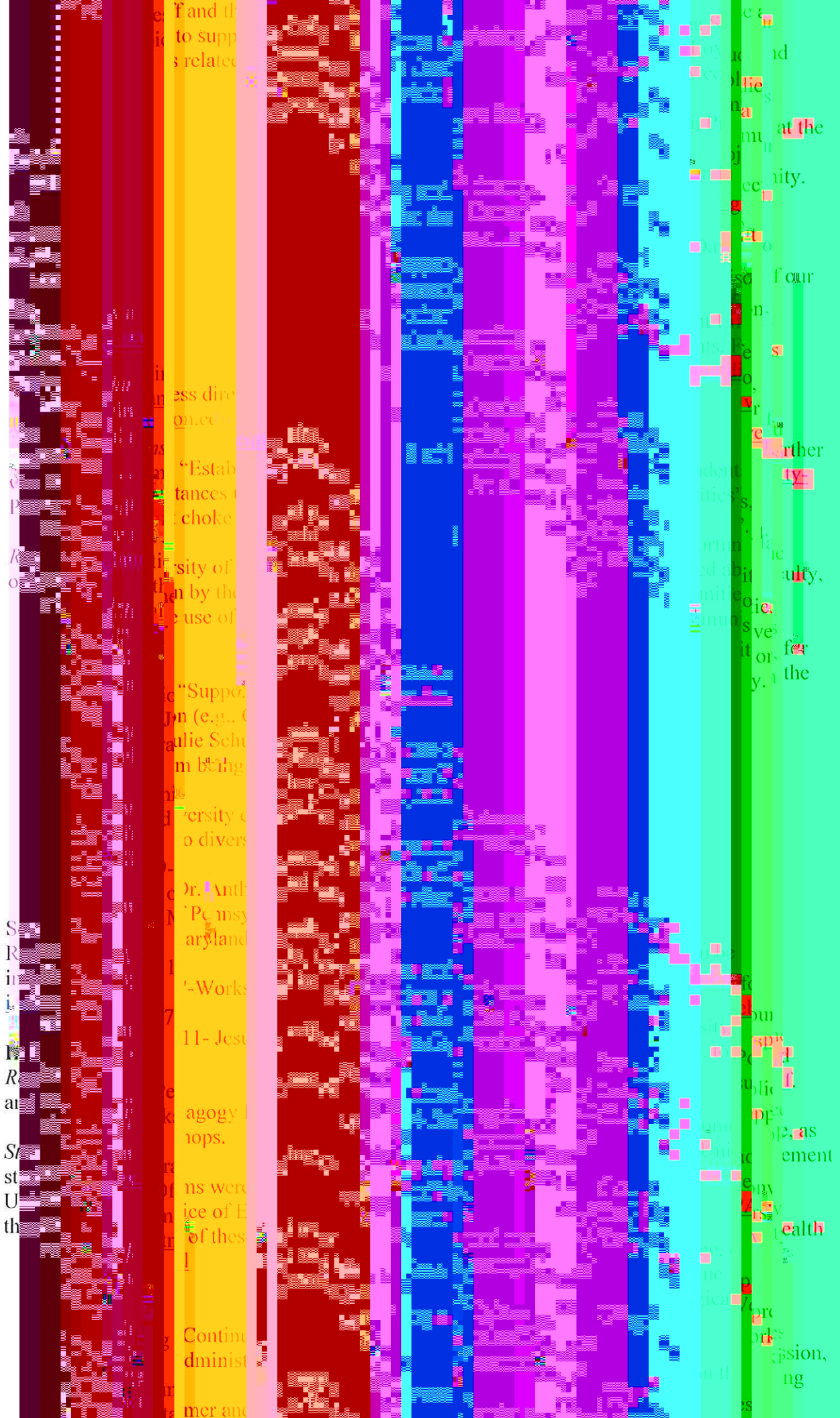
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Recommendation: Recruitment of new faculty members should include a call for applications from diverse backgrounds. We recommend that the faculty search committee increase the number of Black and other underrepresented faculty members.

Status: The proposed working and staff positions have been approved. The Provost has increased the number of Black and other underrepresented faculty positions. The Provost has also increased the representation of Black and other underrepresented groups.

Recommendation: The History Department should hire a Black female professor. We recommend that the History Department hire a Black female professor to teach African American history.

Status: The Dean Michael noted in the report that he will attract a Black female professor to be the director of the group. We recommend that the Dean hire a Black female professor to be the director of the group. We also recommend that the Dean hire a Black female professor to be the director of the group.

Recommendation: The Board of Trustees should ensure that the decision-making process is inclusive. We recommend that the Board of Trustees ensure that the decision-making process is inclusive.

Status: The community relations committee has been formed. We recommend that the community relations committee be formed.

Recommendation: The minimum standards for the anti-racism program should be increased. We recommend that the minimum standards for the anti-racism program be increased.

Status: The CCC meeting program is being developed. We recommend that the CCC meeting program be developed.

Recommendation: The Designated Continued Education Committee should be formed. We recommend that the Designated Continued Education Committee be formed.

Status: The thorough review is a faculty initiative. We recommend that the thorough review be a faculty initiative.

Recommendations: "Be Staff Senate regarding of Trustees
 a cor and a y or th Aff s Cou il, Faculty Senate, and
 fact y and aff, as well as the Board

Status: Provost Ginge h wi or g tl ne f the n ver y Governance Council
 (UGC) a d discussion of and a y ati tr le wi a so e cuss th s with FAC. The
 Board of Trustees doe ot re rt in cor but t vews self.

Recommendation: "Se to the ssue of anti-Blac t a t /s ak he he Valu s n A ion lecture that can speak
 raci: (e ., Ste Jusi Arcy

Status: The text and s iker t th Ig Va ction e ture has been selected by a
 committee of the First ar S n ir fa n c on w th he ean of Arts and Sciences
 and so it has not been a adm st rive or avos s curr tly address the
 process of selection of e tex ut r a l s e cu e nt co mmittee about prioritizing
 selections that address stem ra sm th of c esu mission .

Still Under Review:

The remaining five (5) DI re m en a ar ly un en rev w and require further
 discussion and collabor ion v h her rsi uenc s

1. We recommend ring fu tin sul on a multi-y r contract (2-3 years) that
 would report to e Pre ost ind rly ne Pr i-lent Cabinet. The primary
 role of the cons tant v uld be e t e rsity a level ping (year 1) and
 implementing (rs 2) a ant m s, n. D ve lop nt of th is plan might
 include gathering data a focus s, race e atec uestior s on our diversity
 and inclusion ne ls as sr nt, en ainin a ad r ource needs and possible
 partners. Implementati o the li ing include ainin additional staff,
 administrators, /or cul g, a ing preh sive t ining for faculty, staff,
 and students;

2. Require each de rtme /di sic abri dual r port to the Executive Director of
 the Office of Ec y an Di rsi de s con tribut to the University's
 diversity and inclusion fo s, i ort Pila 's cal

3. Begin conversat as w tl ap ite office S ena s, and FAC) about
 including in anrr r r nce isa e) ntn t eva ations, and promotion
 and tenure appli ions fce nat er er cont bution to diversity and
 inclusion efforts sup rt Fa ila

4. Convene a comtee t co uc rou v of e Stuc nt Code of Conduct to
 ensure it address raci y ase ns ty v of e Stuc nt Code of Conduct to
 alumni calls for nsist t a ou ty and e p icitl to meet student and


5. Establish a fund supp t t tic d n k pro a ns t t bring Black voices to
 campus, collabor e wi th oc k ty, a educ e on anti-racism. This

used to provide stipends to faculty who w
ar programming around anti-racism. Addi
organizations to devote budgeting and pro
ramming.

This met
wil
added to the University's EDI website.

As I prov
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I am also aware of the Diversity & Equity
The results will help to inform our future
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Sincerely


Scott R.
President

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