

COE Diversity Committee
End-of Year Report
4/26/16

Membership for 2015-2016: Angie Baum (chair), Daniella Cook, Justin Goins, Margo Jackson, Kelly Lynn Mulvey, Julie Rotholz, Payal Shah, Henry Tran

1. Diversity Plan

- This year the Diversity Committee invested time and effort into discussing and understanding the COE Diversity Plan. After much consideration, the Committee decided to shift our efforts from deciding how best to implement the Plan, but instead how to provide opportunities to engage faculty, staff, and students in dialogue related to implementation of the Plan.
- Recommendations for next year: Continue to ground all activities of the Diversity Committee in the action items presented in the Diversity Plan.

2. Diversity Survey

- The Committee developed and distributed a survey asking faculty and staff to identify what they believe the priorities of the College should be in relation to the Diversity Plan. This was done to help the Committee know where to focus their upcoming efforts. Survey results are attached. The item addressing Recruitment and Retention of Diverse Students was most often selected as a top priority.
- Recommendations for next year: Based on survey results, focus activities, in part, on the Recruitment and Retention of Diverse Students.

3. Diversity Event

- During Spring semester, the Diversity Committee, along with an adhoc event planning committee, sponsored a diversity speaker event. The final agenda for the event is attached.
- Recommendations for next year: In planning this year's event, we had originally approached Mica Pollack to participate. She was unavailable to present this year, but is willing to come next year. Dr. Pollack (UCSD, <http://www-tep.ucsd.edu/people/faculty/pollock.html>) has voiced interest in visiting the College next academic year and that her book that will be published in October "*Schooltalking: Communicating for Equity in Schools*, compiles her 20 years of work on this issue. Her current work explores how to leverage a university as a hub for sharing opportunities to learn in a diverse community."

4. Conversations with students and staff

- Upon review of the College Bylaws, the Committee learned that the by-laws state that there should be two subcommittees to the larger Diversity Committee, one made up of staff and one of students.
- This year, the Committee facilitated two conversations, one for staff and one for students, asking them if they believed it was valuable to implement the previously described subcommittees. Both groups believed that students and staff should be represented on the larger committee. In addition, participants in these dialogue groups shared their ideas related to issues of diversity and the Diversity Plan.
- Recommendations for next year: Work to create the student and staff subcommittees or some form of student and staff representation to the Committee. In addition, the Committee should explore additional ways to more successfully engage staff in Committee discussions and activities.