

**University Faculty Senate
Equity, Inclusion, and Diversity Committee
Sinikka Grant, Chair
190th Winter Plenary via Zoom
January 20-22**

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

Member	Campus	Email
Beraki, Mensteab	Farmingdale	berakim@farmingdale.edu
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Student Assembly Liaison

None currently appointed

System Liaison:

Cadogan, Kendra

Committee Meeting Dates:

The regular committee meeting days were October 14, November 4, November 18, and December 9. In addition to these, subcommittees met on multiple occasions to work on resolutions and the full committee convened twice to discuss and endorse the resolutions.

Summary of committee actions since previous plenary

Early in the fall, the EID committee carefully studied the feedback from the Fall Plenary (189th Plenary) EID workshop on the SUNY Diversity Action Plan, to identify issues the committee needs to address. Some issues we identified tied with goals we had already established, while others lead to new action plans.

Based on the committee conversations, our ODEI liaison, Kendra Cadogan, arranged a meeting between herself, the EID chair, and Juliana Hernandez-Commisso, Deputy Chief of Staff and Senior Advisor to Chancellor Malatras to discuss faculty ideas and concerns regarding the SUNY Diversity Action Plan. We discussed, among other things, the lack of faculty expertise in the area of racial equity and social justice especially in smaller SUNY institutions, possible changes in the PRODiG program, and how to provide low-income and historically underrepresented students better access to such high-impact learning practices as Study Abroad. Kendra followed up with SUNY EOP on the issue of Study Abroad and we got some clarity on financial aid and Study Abroad for EOP students. However, we need to further explore avenues for making access to high-impact learning practices more equitable.

The committee split into multiple sub-committees to work on resolutions. The 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 and which laid the groundwork for the joint resolution with Operations Committee. The EID chair followed up with a representative of Operations Committee to identify the common goals of the two committees, after which the subcommittee, EID chair, and representatives of Operations Committee met to draft the resolution for Advancement of Historically Underrepresented Faculty, which both committees endorsed, and which is up for a vote at the 190th Plenary.

In collaboration with Student Life Committee, a sub-committee of EID drafted a resolution on preferred name and pronoun in faculty-facing databases, which was endorsed by both committees. This resolution on a System-wide Preferred Name, Pronoun, and Gender-identity Policy is also up for a vote at the 190th Plenary.

Some of the feedback from the 189th Plenary EID workshops dealt with the new SUNY General Education Framework's Diversity Requirement. After committee discussions, Kendra Cadogan set up a meeting between the EID chair and SUNY Interim CDO Rodmon King. This conversation helped direct the committee work on this topic for the rest of the academic year. The first result is the EID resolution on Successful Implementation of the SUNY General Education Category "Diversity: Equity, Inclusion, and Social Justice," which seeks to ensure funding for additional faculty with expertise to teach courses that fulfill the learning outcomes of the "Diversity: Equity, Inclusion, and Social Justice" category and to ensure appropriate professional development opportunities for faculty members interested in teaching courses in this category. This resolution, too, is up for a vote at the 190th Plenary.

Finally, EID chair and system liaison Kendra Cadogan crafted a resolution in Appreciation of the Late Dr. Theresa Miller's Leadership in Equity, Inclusion, and Diversity, Shared Governance, and Being a Friend of the Senate, which the Executive Committee has endorsed.

Goals for Spring 2022:

To further ensure successful implementation of the “Diversity: Equity, Inclusion, and Social Justice” General Education Category the committee will explore successful practices on some of the campuses that have already implemented a Diversity Requirement. The chair of EID will—following Dr. King’s recommendation—convene a small group of faculty members (some of whom are EID members) from two campuses that have already implemented a local Diversity requirement and thus have experience on what worked and what kinds of problems or obstacles may have arisen. With the help of this group and by pooling successful resources from other campuses, the committee will craft guidelines for best practices in implementing the “Diversity: Equity, Inclusion, and Social Justice” General Education Category across SUNY institutions. These guidelines will help campuses utilize strategies that best fit the unique nature of each individual campus, while maintaining a standard of content quantity and quality as well as of subject matter expertise in instruction that corresponds to the learning outcomes of this category.

Another EID sub-committee will continue to explore the possibility of hosting a web page on Inclusive Pedagogy, with links and multimedia resources, on the SUNY ODEI website and other options for making professional development on Inclusive Pedagogy easily accessible to faculty across the system. This work was halted due to the intensive work on the above mentioned three resolutions but will resume in the spring.

The committee will also explore how we can help faculty who teach courses on racial equity and social justice feel safe and welcome in an environment where attacks on their scholarship and teaching are frequent. Not only do we have the nation-wide efforts to prevent teaching about racial equity and social justice in schools and colleges and to remove books that discuss issues of racial and/or gender equity from libraries, but some of our colleagues are targeted by groups like Turning Point USA and placed on their Watchlist (<https://professorwatchlist.org>). Videos have emerged of Turning Point’s workshops for students on how to film professors and to provoke them to say things that the group considers worthy of placing the professor on the Watchlist. The possibility of having to face these kinds of situations in class or to be placed on a national Watchlist add to faculty discomfort and stress level and ultimately creates a hostile and unsafe work environment.

Spring 2022 meeting dates TBA.

Requests to UFS Senators from committee

- If your campus has identified resources that help faculty develop their expertise in teaching courses that fulfill the learning outcomes of the “Diversity: Equity, Inclusion, and Social Justice” General Education Category or that provide faculty professional development in Inclusive Pedagogy, please email EID chair, Dr. Sinikka Grant at Grantsm@cobleskill.edu, so we can take those resources into consideration in creating guidelines, websites, and other resources.
- *Ongoing request:* please encourage all members of the campus community to take advantage of already existing Professional Development opportunities in EID, such as the Diversity, Equity & Inclusion in Teaching and Learning Certificate Program offered by SUNY Center for Professional Development: (<https://sunycpd.eventsair.com/QuickEventWebsitePortal/deicertweb/info>)