

**University Faculty Senate  
Equity, Inclusion, and Diversity Committee  
Sinikka Grant, Chair  
191st Spring Plenary  
Tarrytown, April 7-9, 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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Thai,Trang	Brockport	<a href="mailto:tthai@brockport.edu">tthai@brockport.edu</a>

**Student Assembly Liaison**

None currently appointed

**System Liaison:**

No system liaison for the spring

**Committee meeting dates**

The committee has met February 9, March 11, and March 30. 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. Member participation and engagement has been outstanding.

## Summary of committee actions since previous plenary:

- The 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.

Task group members: Seth Asuma from Cortland (he was instrumental in developing the learning outcomes for this category), Christopher LaLonde, the Director of General Education at Oswego, and EID committee members Ritu Radhakrishnan and Sinikka Grant (Chair). Associate Provost David Cantaffa and Assistant Provost Deborah Menckel from SUNY Office of the Provost joined us recently and UFS President Keith Landa has joined the group on occasion and helped us develop the survey linked below. This group will continue its work through the spring.

- The committee has currently two subcommittees:
  - 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 has continued (and will continue through the spring) to work on a resolution on preferred name and pronoun in faculty-facing databases (withdrawn from the Winter Plenary); they aim to present a draft at the Fall Planning meeting and have the resolution ready for the Fall 2022 Plenary.
- 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 has therefore started discussions on how to get the issue back on the radar of both SUNY system and individual campuses.

## Requests to UFS Senators from committee

- The EID committee task group on the new SUNY General Education **Diversity: Equity, Inclusion, and Social Justice** requirement is looking to compile information on what campuses are doing to support faculty to develop DEISJ courses. Please let us know about programming and incentives available on your campuses, using the following survey: <https://forms.gle/mbJEP6EpVnJH4ruj7>.
- Please continue to advocate for the resolution for Racial Equity and Social Justice Curriculum and engage campus governance bodies to enact on the resolution action items.