

# Equity, Inclusion and Diversity Committee Report

University Faculty Senate (UFS) 2024 - 2025

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## 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.

## Committee Members

**Chair:** Ritu Radhakrishnan, SUNY Oswego, [ritu.radhakrishnan@oswego.edu](mailto:ritu.radhakrishnan@oswego.edu)

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## Agenda from the Fall Planning Meeting

*Action items and description of the committee from the fall planning meeting.*

- **Faculty Safety:** In the current climate, organizations like Turning Points. Org are intent on recording and identifying faculty through social media and watchlists. Consequently, we are concerned for the safety of our colleagues. We are particularly concerned for our BIPOC faculty, those who are teaching DEI-related content, DEISJ courses, and identify as members of underrepresented communities. We are also concerned for our non-tenured, adjunct, and Visiting Instructors who are not protected by tenure protections.
- **DEISJ Continued Support:** During the 2023-2024 AY, DEISJ Fellows were funded through SUNY Administration. This resolution in conjunction with FCCC President, Candice Vacin and Inaugural DEISJ Fellow, Milo Oburn, proposes that SUNY continue to 1) fund a small purposeful group of DEISJ Fellows to support the general education requirement, and 2) encourage funding and support across SUNY campuses for non-DEISJ ethnic studies programming.
- **DEISJ in the Curriculum-Phase II:** During the 2022-2023 AY, the EID Committee distributed a survey to SUNY Campuses about the DEISJ general education requirement and how comfortable faculty and staff felt implementing DEISJ in their disciplines. During the 2023 Diversity Conference, the data was presented. This subcommittee is reviewing and reanalyzing the data, specifically a qualitative examination of what factors contribute to effective teaching of DEISJ.
- **DEI across Campuses:** This subcommittee is focused on encouraging SUNY Campuses to establish criteria for CDOs and CDIOs across SUNY. Additionally, we encourage CDOs and CDIOs and their offices to develop anti-bias and anti-discrimination policies and procedures. This is especially crucial as faculty and staff from underrepresented communities continue to experience a lack of belonging across SUNY Campuses due to microaggressions, micro assaults, and harassment.
- **Health Disparities:** This subcommittee is committed to supporting the health sectors within SUNY System in access and opportunity. The group focuses on the holistic health and well-being of communities that surround our SUNY health systems. Additionally, the group seeks to spread community health care.

## Completed Action Items

*Items that have been presented or passed by the Senate this year. Please include a brief description of the actions taken to complete the goals.*

Fall Plenary (October 24-26, SUNY Plattsburgh):

- Outreach to CGLs for campus guidance on faculty supports- The SUNY UFS EID Committee is interested in gathering information regarding Campus Safety Procedures and Policies that aim to guarantee the safety of our faculty and staff who may be targeted.
- Public Good proposal-TBD

### **Committee requests for campuses**

*List requested actions from Senators and their campuses. These will be compiled across all committees and send out to members after each plenary as follow-up.*

Fall Plenary (October 24-26, SUNY Plattsburgh)

Winter Plenary (January 16-18, online)

- After the 2024 U.S. Election, committee members began to rethink how DEI would work under new federal leadership.
- 4 Committee Members: Sinikka Grant, Jeffrey Jackson, Roberto Rincón, and Ritu Radhakrishnan with Dr. Ricardo Nazario Y Colón are scheduled to present at the Public Good U conference. The group will be presenting on DEISJ and the connection to Career Readiness and Workforce initiatives.

Spring Plenary (April 24-26, SUNY Oneonta)

- The Committee has been in a bit of upheaval since the new Presidential administration has made several cuts to funding and DEISJ. Our initiatives remain the same from the Fall Planning Committee. However, we have had some difficulty in progressing because new guidance, mandates, and federal leadership have affected Faculty Safety issues, Health Disparities, and DEISJ in the Curriculum. Committee Members remain committed to bringing campus-focused issues to our larger committee for discussion. Issues discussed include:
  - Law enforcement and ICE/Border Patrol guidance from SUNY and how campuses have implemented the guidance.
  - Support for international students, faculty, and staff beyond the new International Listserv.
  - Reviewing resources addressing DEISJ initiatives, leadership, and campus climate across institutions of higher education.
  - Adjusting EID Committee charge to reflect the new era of Federal overreach to campuses.

Spring Plenary (April 24-26, SUNY Oneonta)

### **Meeting Dates**

Fall Semester: 9/19, 10/9, 10/30, 11/20, 12/11

Spring Semester:

Wednesday, February 18, 2025 at 9:30 am

Wednesday, March 5, 2025 at 9:30 am

Wednesday, March 26, 2025 at 9:30 am

Wednesday, April 16, 2025 at 9:30 am

Wednesday, May 7, 2025 at 9:30 am

### **Summary of Committee Actions for the Year**

- Public Good Presentation:

*Access, Success, and Inclusion: Advancing Higher Education's Public Mission*

Higher education's role as a public good remains essential to creating a more just, equitable, and knowledgeable society. This panel, "DEISJ Work as Educating Citizens Equitably," aims to demonstrate how diversity, equity, inclusion, and social justice (DEISJ) frameworks, combined with a liberal arts education, can transform workforce development and civic engagement for the 21st century. Participants will explore how public research universities and liberal arts colleges can simultaneously foster career readiness and critical citizenship, advancing equity and access for all students.

- Continued review of issues on campuses regarding:
  - Faculty Safety Issues
  - DEISJ in the Curriculum
  -
- Goal: Creation of resources addressing DEISJ initiatives, leadership, and campus climate across institutions of higher education.
- Goal: Focus on adjusting EID Committee charge to reflect the new era of Federal overreach to campuses. (Continued in Fall 2025)