

During its inaugural year, the Diversity, Equity and Inclusion committee:

1. Surveyed best practices across the University. We discovered that the medical center is leading the way on these issues and have requested that Andre Churchwell, Chief Diversity Officer at VUMC, be invited to speak to the entire Faculty Senate in the fall.
2. We also partnered with Melissa Thomas-Hunt, Vice Provost for Inclusive Excellence, on a number of issues. Melissa's expertise and knowledge on these issues as well as her collaborative leadership style have been instrumental in our ability to identify key problems and ways of addressing them. We look forward to working closely with Melissa as we move forward in our work.
3. Out of our conversations with a broad range of constituencies and units, we crafted a set of charges that will guide the work of the committee next year and beyond. Those charges range from the mundane—simply creating an up-to-date list of DEI resources and workshops available to faculty—to the aspirational—supporting the creation a community culture of inclusivity at Vanderbilt.
4. The key issue that we are honing in on first is data collection: DEI information on hiring, retention, promotion, grievances, awards, committee representation, teaching evaluations etc. We are discovering that while the Provost's Office is actively engaged in collecting and analyzing such data, the same cannot be said for the Deans or the departments. Since we cannot fully understand or judge our progress on DEI issues without data, we think broad scale collection of DEI data is a crucial first step. Hence, this will be our focus for next year. We are partnering with Vice Provost John Geer and Associate Provost Tracey George as well as Melissa Thomas-Hunt's office on this issue (all of whom have been tremendously helpful not only in supplying us with what data they already have but also working with us to get other data that we think we need). We welcome suggestions from the senate as a whole on what data should be collected.
5. Finally, we've also been working on an ad hoc basis with other faculty senate committees on DEI related initiatives and hope to formalize this process next year.

I want to thank my co-chair William Robinson, our Executive Committee liason, Vicki Greene as well as the other members of the committee—Vanessa Beasley, Claire Smrekar, Mary Ann Jessee, Beverly Moran, Choon Leong-Seow, Jesse Ehrenfeld—for making the year so productive—and dare I say—inspiring. And of course, many thanks to Debbie Hayes for her masterful minutes, her positive personality, and her ability to keep all of our work on track. It has been a real pleasure to work with such a committed group of colleagues.