

Diversity, Equity, and Inclusion (DEI) Committee

Committee Members:

William Robinson, Chair, Engineering (2019)

Vicki Greene, A&S (2019) [Executive Committee Liaison]

Mary Ann Jessee, Nursing (2020)

Cindy Kam, A&S (2021)

Ben Tran, A&S (2021)

Vanessa Beasley, A&S **

Jesse Ehrenfeld, Medicine **

Beverly Moran, Law **

Claire Smrekar, Peabody**

Melissa Thomas-Hunt, Inclusive Excellence**

Tiffany Galvin Green, Inclusive Excellence**

**Non-Senator

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Chair:	William Robinson
EC Liaison:	Vicki Greene

To be concerned with policies, programs, and practices that will ensure considerations of diversity, equity and inclusion in the Faculty Senate and in the University.

Item	Charges	Due Dates
1.	<p>Committee Formation</p> <p>Form a committee that draws from elected senators as well as the larger faculty body that is diverse in its representation and includes advocates for particular groups/issues. Vice Provost for Inclusive Excellence Melissa Thomas-Hunt and Assistant Provost for Inclusive Excellence Tiffany Galvin Green serve as ex officio members.</p>	
2.	<p>DEI Resources</p> <p>Create and keep up-to-date a University/VUMC DEI list of resources for faculty along with a list of point persons by division/school. This list should be posted to the Faculty Senate (FS) Portal.</p>	
3.	<p>Data</p> <p>Collect the following data for all schools yearly: DEI reports; DEI-related survey results (e.g., COACHE survey); hiring, tenure, and promotion data (Provost's office); grievance committee data (Provost's Office); University awards (Faculty Senate); Faculty Senate representation (Faculty Senate); teaching evaluation information (Provost's Office). Assess the data yearly (e.g., Executive Summary) and create action steps/charges for the DEI/other Faculty Senate committees based on this assessment (e.g., childcare as a DEI issue referred to the Faculty Life Committee).</p>	
4.	<p>Workshops</p> <p>Compile a list of workshops and leadership development opportunities related to DEI. Update yearly, post to the FS portal, and advertise to the faculty. In conjunction with the Office of Inclusive Excellence, identify other workshops that need to be developed (e.g., mediation workshops, immersion</p>	

	workshops). Decide if any workshops should be mandated for specific groups or even the faculty as a whole. Work with the Office of Inclusive Excellence (OIE) to create a culture of compliance and professional development related to DEI.	
5.	<p>Faculty Senate Committees</p> <p>Work with the chairs of the Faculty Senate committees to integrate DEI into their charges for the upcoming year. Discuss each year at the fall retreat.</p>	
6.	<p>Culture and Community</p> <p>Work with the Office of Inclusive Excellence to create an inclusive faculty culture and a greater sense of community. Design and/or promote programs/events to foster greater community (e.g., faculty seminar series based on research related to DEI).</p>	
7.	<p>Immersion</p> <p>Consider how DEI is being woven into immersion in terms of the range of opportunities offered to students, access to those opportunities, and faculty professionalization on how to attend to DEI issues in relation to immersion's new modes of teaching/mentoring of students.</p>	
8.	<p>Motions/Resolutions</p> <p>Work with the Executive Committee and Office of Inclusive Excellence to put forward DEI motions/resolutions to urge action on various issues (e.g., adding a DEI box to TRS reports; DEI advocates).</p>	
9.	<p>Vanderbilt's non-discrimination policy</p> <p>Examine the policy in regards to language for political affiliation or beliefs.</p>	