

Faculty Senate Diversity and Inclusion Committee

Meeting Minutes, 9/14/2022, 1:15-2:45

Zoom

In attendance: Samereh Abdoli, Derek Alderman, Stef Benjamin, Nicole Eggers, John Han, Frances Harper, Amelia Hart, Nathalie Hristov, and Rossy Toledo

The committee met to discuss goals for the 2022-23 academic year and come up with action items. Goals agreed upon for the upcoming year include:

1. Drafting a resolution asking for the protection of diversity and inclusion efforts and programs on campus. (Fall 2022), John Han and Rossy Toledo

***Of particular concern was the abandonment of Diversity Action Plans by certain colleges and units.

2. Drafting a resolution urging UT Administration to offer safe, affordable, gender-inclusive housing and counseling resources for the LGBTQ+ community. (Fall 2022), Nathalie Hristov and Nicole Eggers

***A suggestion was made to ask the Clayton Foundation for support since they have provided housing to members of the LGBTQ+ that have been cast out by their families for coming out.

3. Advocating funding and support to employ full-time diversity compliance officer for each college and/or division. (Spring 2022)

*These compliance officers would need to report to the Division of Diversity and Engagement so that they can objectively evaluate Colleges and Deans on DEI. Specifically, these officers would: oversee the fair distribution of workload, merit, and opportunities for advancement for underrepresented minority faculty; ensure recruitment and hiring practices fairly target underrepresented groups by serving as advisory member on faculty searches; ensure STRIDE training is inclusive of all protected classes and that all Colleges are in compliance with training requirements; evaluate progress on diversity action plans; and ensure diversity programs meet the objectives of the University's larger "Vol means All" vision.

4. Ask for administrative support for the collection of data in terms of campus climate for underrepresented minorities. (Spring 2022)
5. The development of a mechanism to share information on research, surveys, programs, and other activities to reduce duplication of effort and more effectively support each other. (Spring 2022)