

## Minutes: 3/28 meeting of D&I Task Force

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- Members of the Task Force present approved minutes of our 2/28 meeting.
- Task Force members discussed the Dean's call for a Diversity Assistant as an opportunity to create a Director of Diversity & Inclusion position within Arts & Sciences who can assist the Dean in envisioning, planning, and implementing such matters.
- Discussion of review of the Faculty Survey data. Faculty survey data found to reinforce many of the ideas related to hiring and diversity and inclusion emphasized in the larger W&M Race Task Force regarding investment of resources and increased attention to D&I. One clear theme was that faculty were concerned about not having adequate questions regarding D&I on the survey and voiced a need for more on the next faculty survey. David Armstrong volunteered to contact those constructing the next Faculty survey to make sure this concern has been addressed. In addition, there were qualitative comments in the faculty survey that spoke to other issues discussed in our Spring Task Force related to D&I. For example, a concern with gender and other bias in student evaluations and the need to provide a more effective means of course evaluation. In addition, increasing diversity and involvement of first generation college students in research.
- Members reported back regarding overlap and crossover in each of our areas of inquiry: Faculty Climate, Hiring, Student Climate, Staff Climate, and Curricular Issues. We discussed overlap in the following areas:
  - *Faculty survey comments regarding ineffective and bias nature of process for evaluating courses crosses with findings of the COLL199 implementation committee regarding student evaluations, bias, ineffectiveness, and concern for the success of COLL199 in the new curriculum. We discussed a complete overall of evaluation and changing structure to take place in a thoughtful way as other institutions are engaged in similar processes. Such efforts would support HIRING AND RETAINING faculty of color and women.*
  - *We find a number of issues that cross and overlap in the COLL199 report regarding hiring and support for faculty teaching courses that speak to D&I issues and COLL199. For example, we discussed Dean Conley's recent request to Chairs regarding attention to COLL199 teaching contributions in request for positions. Related to the COLL199 report and the concern with how sciences can participate, we discussed crossover in the need for workshops & teaching resources for those teaching COLL199 courses and other courses that speak to the spirit of COLL 199 and D&I.*
- Discussion of Hiring and further research/approach that our task force can do. We will consider a recommendation that all candidates in hiring process are asked to submit a diversity statement. We discussed making a recommendation that departments and programs develop specific requests for diversity statements in job postings as they relate to their discipline/field. We will review diversity plans and discuss

recommendations accordingly. We discussed making a recommendation that students be involved in hiring processes in some manner appropriate to the department. Also, that diversity & inclusion should play an important role in the students who participate.

In addition, we discussed recommending to the Dean that we work in A&S to expand the Ignite Program approach. This was a call from the larger W&M Race Task Force and we will consider ways that we can make recommendations to expand the approach in A&S. For example, we could recommend funds for depts/programs to attend conferences and invite postdocs and others to give talks at W&M.

- We are still waiting for the Climate Survey report, which has been promised. As soon as we receive that data, David Armstrong has offered to offer a first review of the data and we will then discuss at our next meeting how the task force as a whole can use and engage this data regarding our charge and recommendations.
- Discussion and work on clarification of the external review process for this task force. We will work on securing an external reviewer to visit campus in early May with the hopes of incorporating their recommendations into the task force final report. Kay is meeting with Dean Conley and working on this issue.
- Discussion of an update report to the Chief Diversity Officer for the next BOV meeting. We decided the content of that report. Kay will draft based on our discussion and circulate to members to review and offer feedback.