

ESF BOT
DEI Committee Report
December 9, 2022

The BOT DEI Committee met on November 28th in 408 Baker Hall.

First in-person meeting under new Open Meetings Law requirements for in-person meeting.

Kelly Berger provided us with an interpretation piece from the Committee on Open Government and highlighted the need for the Governance Committee to discuss the in-person and guidance for Committee use.

Update on the BOT DEI Committee

- ESF Chief Diversity Officer, Dr. Malika Carter left at the end of the 2022 Spring Semester. Search is underway and open until December 15th. Hope is to hire someone in early Spring, but it may take until summer to get someone on board. Marlene Daher-Rahman has agreed to participate on the search committee on behalf of the DEI Committee.
- Nicky Hilton-Patterson has resigned from the Adirondack Diversity Initiative. The search is underway for her replacement. Should have someone in place by February 1.

Update on Office of Inclusion, Diversity and Equity

- Rebecca Hode-Kearse provided an update of activities and needs of the OIDE office. Rebecca has been keeping events and activities. Her primary focus has been on maintaining communication and stability.
- She mentioned that she has met twice with the Campus-wide DEI Committee in meetings on October 8th and November 11th. This is the first time that the BOT DEI Committee has heard of this other DEI Committee. Also, there appears to be a student DEI Committee.

Discussion with Dr. Shiu-Kai Chin (SU DEI Committee co-chair) and Dr. Mary Grace Almandrez (VP for Diversity & Inclusion)

- Dr. Chin shared with us that he felt our Committee and their Committee were in similar stages as they embarked on a DEI initiative and structure. Concerns over possible credibility gaps with the administration, student body and broader community.
- SU's committee was tasked with developing a plan.
- Engaged the services of Interfaith Works and the Damen Williams Institute.
- Task Force completed the Plan in June 21 and embarked on hiring Dr. Almandrez
- Dr. Almandrez shared what attracted her to Syracuse University:
 1. DEIA Strategic Plan DRAFT (framework that allows CDO to comment and add)
 2. Campus climate survey and reports (historical documents)
 3. The institution's responses to student activism (active and committed leadership)
 4. Infrastructure (Decentralized: DEIA Deans and Departments work directly with supervisors and CDO)
 - These four items served as a springboard for immediate action.
- She shared the five key focus areas that SU has developed based on the Strategic Plan and the

National Standards for Diversity Officers in Higher Education:

1. Inclusion and belonging
 2. DEIA Learning and development
 3. DEIA Research and Assessment
 4. Disability access: Just recently moved from HR – recommended at SU, may not work at other campuses
 5. Communications
- What is Syracuse University looking for from the Board of Trustees DEIA Committee?
 - Dr. Almandrez responded:
 1. Syracuse’s Campus commitments are a standing agenda item for the SU Board of Trustees.
 2. CDO Educates the Board on the progress of the institution, new positions, and new protocols.
 3. CDO reports institutional or structural concerns around DEIA.
 4. CDO reports to the Board on high level initiatives and updates and progress of the implementation of the DEIA Strategic Plan.
 5. The board helps provide oversight but is not responsible for the day-to-day work.
 - Dr. Chin added that the DEIA Committee is there to “support, embolden, hold accountable and provide the resources necessary for the DEIA Office to do its job credibly.”

Update on Campus -wide IDE Committee, Student Committee, and the relationships with the BOT DEI Committee

- The committee engaged in a lengthy discussion of the structure of different IDE groups and committees on campus and discussed the following possibilities for moving forward.
 - Perform a campus IDE audit to provide helpful information to incoming CDO and help reduce redundancy among IDE groups.
 - Identify different IDE committees and groups and the charge of each.
 - Formalize the structure of groups.
 - DEI BOT Committee to serve to support, empower, and provide resources and oversight to those doing the day-to-day work.
 - Identify IDE tools and/or documents.
 - Living Document, etc.
 - Get a Strategic Plan done.
 - Evaluate the need for new tools & make recommendations.
 - Identify the means to provide resources that are needed.
 - Collect student data around underrepresented populations.
 - P. Hai will research the expense for an IDE audit from an outside consultant and report back with a budget proposal.