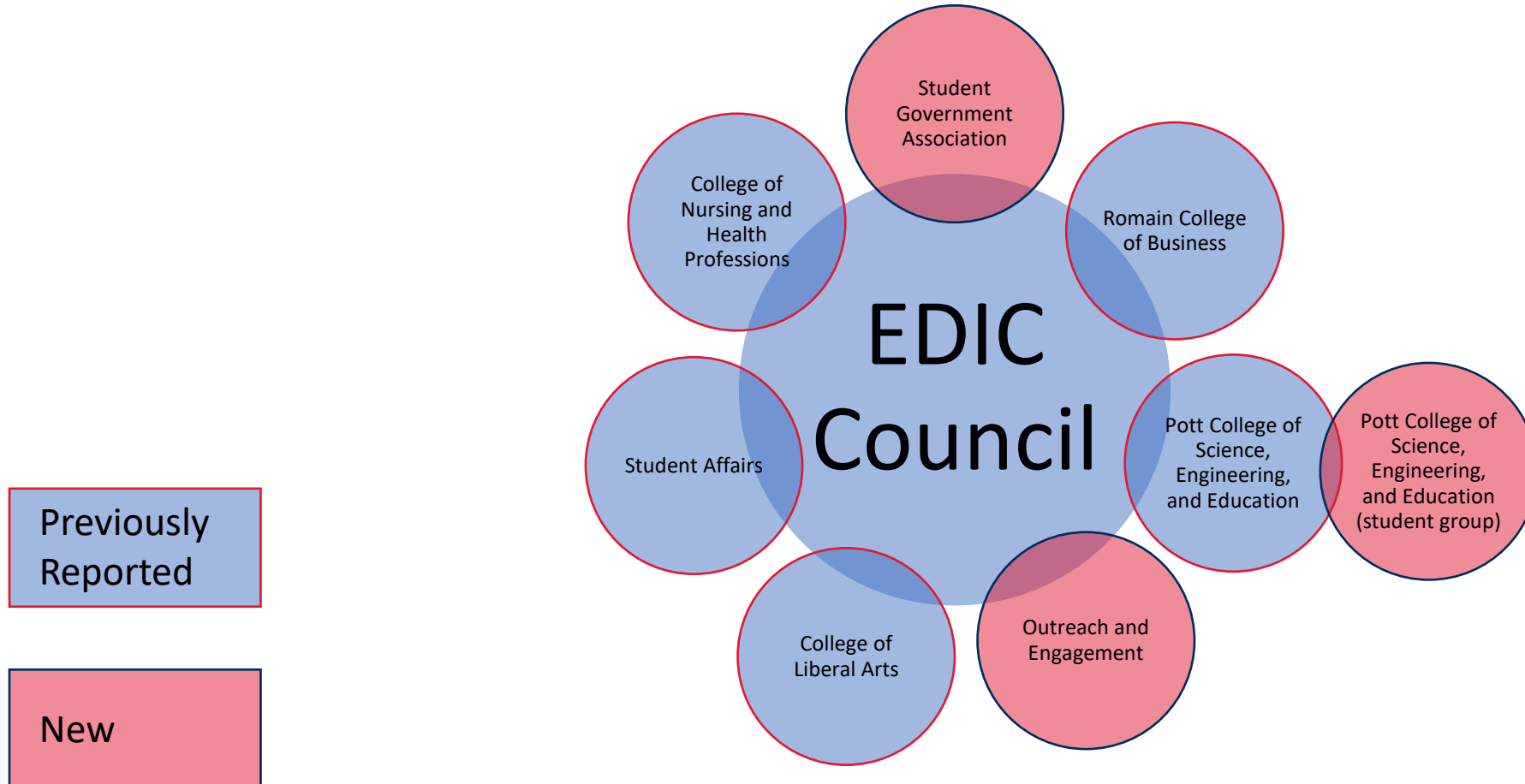


Equity, Diversity, and Inclusion Council Annual Report

USI Board of Trustees

May 5, 2022

Committees



Inventory Results

Participants

Colleges	Divisions	Governing Bodies	Students	Other
<ul style="list-style-type: none">• College of Liberal Arts• College of Nursing and Health Professions• Romain College of Business• Pott College of Science, Engineering, and Education	<ul style="list-style-type: none">• Enrollment Management• Finance & Administration• Marketing & Communication• Student Affairs	<ul style="list-style-type: none">• Administrative Senate• Staff Council	<ul style="list-style-type: none">• Student Government Association	<ul style="list-style-type: none">• Center for International Programs• Outreach & Engagement• Pott College of Science, Engineering, and Education (Student Group)

Indicators

- **Access**
 - Intentional approach
 - Identifying services
- **Coherence**
 - Services and resources
- **Practice-Focused**
 - Academic colleges and units

Areas of Interests

- Curriculum and Instruction Development
 - Culturally relevant pedagogy
 - Design
- Faculty and Staff Development
 - Professional growth
 - Professional development
- Student Development (Intentional & Holistic)
 - Support services
 - Student persistence and completion

Themes

Areas for Improvement

(unedited comments)

- Lack of knowledge for implementation of DEI information. How to best present? What is needed?
- According to our survey we need to focus on the following areas as a college:
 - Initiatives to increase equity, diversity, and inclusion.
 - Education on training to address existing biases among student/faculty/staff.

Budget Constraints

(unedited comments)

- Budget constraints and tax code are challenges to offering USI community events related to DEI.
- Funding is the biggest challenge. Also, not having enough people to help with the workload, makes it hard to leave work on multiple occasions.

Lack of Diverse Faculty and Staff

(unedited comments)

- There are challenges with the general demographics of our area in trying to increase diversity especially from a perspective of potential vendors and potential employees.
- For full-time staff, the Vice President of Student Affairs has encouraged offices seeking candidates to collaborate with HR to post vacancies in “non-traditional” areas as well as areas that focus on historically underrepresented groups.

Programming

(unedited comments)

- Faculty course releases for course development related to EDIC initiatives in the classroom; Faculty Teach In for materials related to marginalized groups and initiatives to educate the campus and community; Seminars and Workshops with guest speakers.
- In addition to services offered to faculty, staff and retirees across campus, Outreach and Engagement encourages professional development for our own team members to participate in our own program offerings, in addition to programs and events offered across campus and outside of campus.

Current Faculty & Staff

(unedited comments)

- We have offered to pay for training around diversity, equity, and inclusion. At this time it is not a requirement that staff have to engage in professional development of any type.
- Staffing is our greatest challenge at this point, but I see this as a short-term challenge.

Committee Members

Pamela Hopson - Chair

Jessica Adler – Staff Council

Anna Ardelean – Student Government Association

Glenna Bower- Pott College of Science, Engineering, and Education

John Farless – University Communication

Jennifer Hammat – Student Affairs

Xavia Harrington-Chate – Faculty Senate

Ramadan Hermaida – Romain College of Business

Christine Hoehn – Religious Life

Janet Johnson – Alumni Relations & Volunteer USI

Committee Members

Brandi Neal – Post Doctoral Fellow

Kerseclia Patterson – College of Nursing and Health Professions

Kristalyn Shefveland – College of Liberal Arts

Rashad Smith – Enrollment Management

Steven Stump – Administrative Senate

D'Angelo Taylor – Multicultural Center

Leslie Townsend – Outreach and Engagement

Aaron Trump – Government and Legal Affairs

Emilija Zlatkovska – Center for International Programs

Sarah Will – Human Resources

Moving Forward

Educate

Focus
Groups

Expand
Committees

Questions?