

## CLAS Diversity Committee 2017-18 report

Committee members: Charlotte Adams, Michelle Colpean, Anny Curtius, Raúl Curto, Meenakshi Gigi Durham (chair), Aniruddha Dutta, Jennifer Eimers, Naomi Greysen, Man Guo, Beatrice Mkenda, Yasemin Mohamad, Amama Nasir, Yasmine Ramadan, Phillip Round, Rachel Young

The CLAS Diversity Committee convened for its first full academic year in 2017-18. The committee met monthly and took under consideration a number of issues related to diversity, equity, and inclusion in the College of Liberal Arts and Sciences.

1. The committee began the process of developing a collegiate Strategic Diversity Plan. The plan will provide flexible guidelines to CLAS departments for advancing diversity, equity, and inclusion in faculty and staff recruitment and retention, student success, and departmental climate. The committee invited Dr. Sherree Wilson, Associate Dean for Cultural Affairs and Diversity in the Carver College of Medicine, and Ms. Kristin Destrampe, CCOM Administrative Services Coordinator, to present the CCOM Diversity Roadmap and explain the steps taken to develop and implement it as well as the ongoing tracking of DEI benchmarks. As an additional preliminary step in developing the CLAS Strategic Diversity plan, Dr. Frank Durham from the School of Journalism and Mass Communication gave a presentation to the committee on writing effective mission statements. Also, Sarah Bruch, Co-Chair of the UI Charter Committee on Diversity, presented some of the findings of the campus climate survey she is conducting.  
The committee worked on the plan during the academic year, drafting a mission statement and core principles. The development of the plan will continue in 2018-19, in coordination with the campus-wide UI Diversity, Equity and Inclusion Action Plan Committee.
2. The committee met with Apoorva Rai, the UI Student Government Director of Diversity and Inclusion. She reported that UISG had heard concerns from students regarding classroom accommodations for religious holidays, which are mandated in the UI Operations Manual (Section 22.10.a). After discussing the issue with Associate Dean for Undergraduate Education Helena Dettmer and Senior Director of Curriculum and Academic Policy Kathryn Hall, it was determined that language about this issue is in the CLAS syllabus template. Reminders about the policy were sent out in the DEO mailings of January 3, 2018 and August 8, 2018.
3. The committee invited Micah Ariel James, Education Manager of Hancher, to discuss Hancher's Embracing Complexity programming, which is geared to building multidisciplinary understanding of Islamic art and culture. The committee talked about how best CLAS faculty members could connect their courses and student activities with the series. After the discussion, the Embracing Complexity educational guidelines were announced at a CLAS DEO meeting so that DEOs could encourage faculty members to develop classes, modules, or activities that align with the series. This announcement was also circulated via the November 15, 2017 DEO mailing.  
As a result, several CLAS departments and classes engaged with Embracing Complexity: the Rhetoric Department, in collaboration with IDEAL (Iowa Digital Engagement and Learning) and the UI Libraries, developed a curriculum for the program series; and in the School of Journalism and Mass Communication, the Advanced Strategic Communication (JMC 3415) course taught by Dr. Rachel Young focused its capstone project on the series.

4. The committee evaluated nominations for the Center for Diversity and Enrichment Dean's Achievement Awards and selected two students as the CLAS award recipients: Shanea Condon (International Studies) and Lilian Sanchez-García (Political Science/Ethics and Public Policy). They were honored at a CDE ceremony in May 2018.
5. The committee considered a proposal to create a separate Graduate Diversity Committee and concluded that rather than forming a separate committee, the CLAS Graduate Education Policy Committee could designate a liaison who would serve on the CLAS Diversity Committee.
6. The committee reviewed the criteria for the CLAS Core Diversity and Inclusion courses.
7. Committee members proposed future topics for consideration in 2018-19, including economic disparities on campus (food insecurity among students, instructional and contingent faculty issues).

In 2017-18, CLAS employed proactive recruitment strategies to hire 11 full-time faculty of color. Overall, the college had a net gain of 13.75 faculty of color last year.

Regarding the state of diversity in the College, there are currently 131.47 faculty of color out of 792.46 total faculty (16.59 percent), and 40 staff of color out of a total of 326 (12.27 percent). Of the undergraduate student population, 3452 (of 17218) students are of color (20 percent), while the college has 258 graduate students of color out of a total 1912 (13 percent). (Please see appended tables for details.)