

## CLAS Diversity Committee 2018-19 report

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

The CLAS Committee on Diversity 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 continued its development of a collegiate Strategic Diversity, Equity and Inclusion Plan. The plan will model flexible guidelines for CLAS departments related to advancing diversity, equity, and inclusion in faculty and staff recruitment and retention, student success, and departmental climate. In October, the committee invited Assistant Provost Diane Finnerty to its meeting to discuss the University of Iowa's DEI Digest and new DEI Action Plan, to ensure that the CLAS plan aligned with central administration's DEI mission, values, and goals. In April, the committee invited Assistant Professor Sarah Bruch, co-chair of the UI Charter Committee on Diversity, to present CLAS-specific data from the campus climate survey, which will be used to inform the CLAS Strategic Diversity Plan.

The CLAS Committee on Diversity formed subcommittees to develop goals and strategies for each of the core principles of the DEI plan. These will be developed and finalized in AY 2019-20.

2. The committee reviewed a draft land acknowledgement statement from the Native American Council.
3. The committee evaluated nominations for the Center for Diversity and Enrichment Dean's Achievement Awards and selected two students as the CLAS award recipients: Frederick Cherry (English and Creative Writing) and Logina Mostafa (Global Health and Gender, Women's and Sexuality Studies). They were honored at a CDE ceremony in May 2019.
4. The committee discussed the incidents leading up to, and following, the #DoesUIowaLoveMe campaign, including the action planning sessions organized by VP Melissa Shivers to address the issues raised in the campaign, such as hostile classroom environments and campus sexual assault. In consultation with CLAS Director of Strategic Communications Nic Arp and UI Assistant Vice President for External Relations Jeneane Beck, the committee agreed to adopt a values statement that could be used as the basis for an immediate official response to future incidents of hate and bias on campus.
5. In consultation with Associate Dean for Undergraduate Programs Helena Dettmer and her office, as well as the Office of Teaching, Learning and Technology, the committee successfully arranged to have DEI resources linked via a single "Safety and Support" button under Student Tools on all CANVAS/ICON course sites.

In 2018-19, CLAS employed proactive recruitment strategies to hire 13 full-time faculty of color. Overall, the college had a net gain of 11.72 faculty of color last year.

Regarding the state of diversity in the College, there are currently 162.40 faculty from underrepresented US minority groups out of 783.58 total faculty (20.7 percent), and 44.25 URM staff out of a total of 376.81 (11.74 percent). Of the undergraduate student population, 3167 (of 15749) students are from underrepresented US minority groups (20.11 percent), while the college has 296 URM graduate students out of a total 1909 (15.51 percent). A total of 1034 students from CLAS were registered with Student Disability Services. (Please see appended tables for further details.)