Faculty Equity and Inclusion Committee Update (FEIC) 2023-2024

April 11, 2024

**Members**: Rochelle R Jones, Michelle Sharonda Williams, Peter Streckfus, Marie Mele Thomas, Marvin G Powelll

**Committee chairs**: Williams and Streckfus are serving as committee co-chairs.

**Activity during the 2023/24 Academic Year:**

Over the course of the academic year, the FEIC has had committee representation at the Inclusive Excellence Council meetings held on September 6, October 4, November 9, December 12, January 30, February 27, and March 26.

In the fall of 2023, the FEIC met individually with Director of Faculty Engagement & Wellbeing Milagros Rivera and Vice-President Sharnnia Artis to discuss the university's collective sense of faculty needs in terms of DEI. Following those meetings we set up a plan 1.) to review the findings of the COACHE Leadership Team's Summary of the custom questions from Mason's most recent COACHE survey that related to DEI as soon as those became available and to determine with Vice-President Artis's office whether a more in-depth survey might benefit the univeristy, a survey that could be undertaken as a partnership between the DEI Office and the Faculty Senate.2.) to have as many FEIC members attend Inclusive Excellence Counsel meetings as possible, so that, as a body, we are abreast of the work of DEI efforts across campus, 3.) to pay special attention to DEI training across campus, particularly the CoiFIE trainings, as well as the trainings available through the Stearns Center and through DEI Office, and to report back to one another about our experiences in those trainings.

In the late fall of 2023 and spring of 2024, FEIC Committee members each spent time attending DEI trainings provided through CoiFIE, the Stearns Center, and the DEI Office, in order to consider how to better promote trainings and to identify their strengths and uses. We intend to continue this work in the 2024/25 academic yeaar. Members also attended the 2024 ARIE Conference.

**Plans going forward**:

* We have planned a further meeting at the end of this semester to discuss with with Director of Faculty Engagement & Wellbeing Milagros Rivera and Vice-President Sharnnia Artis a new proposal of action for the committee in the 2024­–2025 academic year, in which we meet with all IEP representitives from academic units twice a semester, perhaps mid semester and end of semester, to create a platform to share the "what works" and "what do not work" for their contexts. We would use our other two to three meetings each semester to process and discuss how we can better support and/or advocate for the units. As a representative body of university faculty charged by the Faculty Senate, the primary method we would have for such advocacy, it seems to us, would be through regular reports to Faculty Senate.

APPENDIX TO ANNUAL REPORT

1. During the past calendar year has the President, Provost, or Senior Vice President (or their respective offices) announced initiatives or goals or acted upon issues that fall under the charge of your Committee? If so, was your Committee consulted by the President, Provost, or Senior Vice President in a timely manner before the announcement or action? If not, do you believe your Committee should have been consulted? Would it have been helpful to have had the input of your Committee from the outset?

Vice President for Diversity, Equity and Inclusion and Chief Diversity Officer Sharnnia Artis has been in regular communication with the FEIC as we have progressed in our work over the course of this academic year. Furthermore, Vice Provost for Faculty Affairs & Development Kim Eby has been in contact with our committee regarding her work on the COACHE Leadership Team regarding its progress toward interpreting the results of the most recent COACHE survey.

2. Did your Committee seek information or input from the President, Provost, or Senior Vice President or members of their staffs?   If so, did they respond adequately and in a timely manner?

Vice President Artis attended a meeting we held in the fall as we began to lay our work for the year. And we have had representatives at every one of Vice President Artis's Inclusive Excellence Council meetings over the course of the semester and have been in regular communication with her office.

3. Please suggest how you believe the President, Provost, Senior Vice President and/or their staffs might more effectively interact with your Committee in the future, if necessary.

We have no suggestions in this regard.

4. Please relate any additional information you may have regarding interactions between your Committee and the President, Provost, Senior Vice President, or their staff.

We have no suggestions in this regard.