

Faculty Equity and Inclusion Committee Update (FEIC) 2022-2023

April 17, 2023

Members: Kelly Knight, Peter Streckfus, Daphne King, Shekila Melchior, R. V. Pierre Rodgers

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

Activity during the 2022/23 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 6, November 2, December 7, February 2nd, March 8th, and April 4th.

In the fall of 2022, the FEIC met with Vice-President Sharnnia Artis to discuss the university's collective sense of faculty needs in terms of DEI. We established a plan to review data from the COACHE and Gallup surveys in order to establish pictures of 1.) Faculty DEI needs, 2.) faculty understanding of DEI goals, and 3.) the general DEI climate at Mason. With that information, we would be able to better establish whether or not we would move forward with the FEIC's previous proposal that the university initiate a new internal survey (or contract for an additional external survey) focused on Mason's DEI goals. If undertaken, this work could occur as a partnership between the DEI Office and the Faculty Senate. Co-chair Streckfus met with Kim Eby from the COACHE survey leadership team to learn more about the survey and how it differs from the Gallup survey. Member Melchior met with members of the Mason HR to discuss the results of the Gallup survey.

In the spring of 2023, FEIC Committee members each spent time reviewing the COACHE survey results paying particular attention to questions related to DEI. At this meeting, the members discussed their thoughts on the results and where FEIC could potentially help contribute by filling in gaps. Co-chair Streckfus and member Melchior attended a COACHE Leadership Team workshop to learn how to work with the COACHE results as an evaluative tool to measure the university's progress toward increased diversity, equity, and inclusion for faculty. Following that meeting, the FEIC Committee met to discuss the COACHE workshop and next steps. We learned that the COACHE leadership team plans to further analyze the COACH survey custom questions related to DEI over the summer. In the meantime, Member Melchoir has reached out to OIEP to request disaggregated data from the COACHE survey specifically regarding race and ethnicity.

Plans going forward:

- At the moment, we have decided to wait to take any additional steps until the custom questions from the survey have been analyzed and the disaggregated data has been obtained.
- Gather data from the various DEI climate surveys that have been conducted at the various colleges
- If needed, develop a faculty survey in partnership with the Faculty Senate and the DEI office that addresses the gaps in faculty DEI needs
- Develop plans for the "FEIC Road Show" to various colleges to increase awareness of FEIC