Diversity Town Hall
6 Sep 2021
Agenda

• Intro DEI Committee
• Demographics
• Last Year’s Actions
• Last Year’s Incidents
• Open Ideas/Suggestions
• Focus Areas for AY21/22
• Student EDI Committee Planning
  • Your Input matters
• Get Your Thoughts
## Demographics

<table>
<thead>
<tr>
<th>Category</th>
<th>Faculty</th>
<th>Staff</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td><strong>36% (+4)</strong></td>
<td><strong>65% (-9)</strong></td>
<td><strong>54% (+11)</strong></td>
</tr>
<tr>
<td>URM (tot)</td>
<td><strong>24% (+13)</strong></td>
<td><strong>16% (+3)</strong></td>
<td><strong>30% (+4)</strong></td>
</tr>
<tr>
<td>HISP</td>
<td><strong>7% (+4)</strong></td>
<td><strong>10%</strong></td>
<td><strong>15%</strong></td>
</tr>
<tr>
<td>API</td>
<td><strong>9% (+5)</strong></td>
<td><strong>2%</strong></td>
<td><strong>5% (+3)</strong></td>
</tr>
<tr>
<td>BLACK</td>
<td><strong>5%</strong></td>
<td><strong>5% (+5)</strong></td>
<td><strong>9% (+4)</strong></td>
</tr>
<tr>
<td>INTL</td>
<td><strong>3%</strong></td>
<td><strong>5% (+5)</strong></td>
<td><strong>9%</strong></td>
</tr>
<tr>
<td>WHITE</td>
<td><strong>69% (-13)</strong></td>
<td><strong>79% (-4)</strong></td>
<td><strong>61% (-3)</strong></td>
</tr>
</tbody>
</table>
AY20/21 Actions

• Revamped DEI Committee (added the “E”)
  • Dean is now the Chair … meets monthly
  • Added:
    • Student EDI Cmte Co-Chairs
    • 2 At-Large Faculty Reps
    • At-Large Staff Rep
    • 3 Former Student Reps (2 Res + 1 EMPSA)
    • SGA President as non-voting member
    • SADAA as non-voting member
    • Faculty and Staff Rep from Bush School D.C.

• Reviewed Student EDI Committee Placement
  • Independent Cmte under SGA Umbrella
AY20/21 Actions (cont.)

- Deans CARE Intern (Breiana Degrate)
- Added Mandatory Student DEI Workshop
- Added addtl DEI Workshop to Ldrship Cert/MoE
- DEI statements in syllabi – discuss in 1st class
- Review COM “LEEP” for Possible Implementation
- New Incident Reporting Mechanism (on webpage)
- Temporary Multicultural Space (2nd floor)
AY20/21 Actions (cont.)

- Announced Posting of Annual Diversity Report
- Developed Strategic Plan Diversity Annex
- Tuition Assistance Funding for GARs/GANTs
- Curriculum Cmte review of course options
- Continued Mandatory Fac/Staff DEI Training
  - 97% attendance in AY20/21
- Summer 2020 Zoom Sessions
- AY20/21 Monthly Zoom Sessions
DEI Zoom Sessions & Topics

• Summer 2020:
  • Weekly in June; 1/month in July and August

• AY20/21:
  • 1/Month in Fall and Spring Semesters

• Topics:
  • Student Reactions to George Floyd Murder
  • Moving Communities to a Better Place
  • The View From Where I Stand (students)
  • Vision for a Better Bush School Climate
  • How to be a Good Ally
  • The Language that Divides Us
  • Having Tough Conversations
  • Importance of Diversity in Government
DEI Zoom Sessions Feedback

• # of people participating…
• Not much participation because…
  • Don’t think things will change
  • Don’t think there are any major problems here
  • Uncomfortable with the conversation
  • Don’t want to say the wrong thing and be a target
  • Our focus at grad school is grad school

• So … going forward …
Incidents in AY20/21

• 10 total reports (event)
  • 4 x concerns with wording in an EDI Newsletter
    • 2 x STOP HATE HOTLINE
  • 1 x student targeted on social media because of their online comments about the EDI Newsletter
  • 2 x concerns with disrespectful treatment of students by professors in CAPSTONE groups
  • 1 x student felt they were singled out in a negative way by a professor in a group email
  • 2 x students felt a professor was intolerant of others’ political views in class (same class)

• Response to reported incidents … trends
Open Ideas/Recommendations

• External DEI Advisory Group
• Required DEI course? (Curriculum Cmte review)
• How do we “display” Diversity in the Allen Bldg
  • Kenny Taylor leading the effort
  • Flags in atrium
• Encourage reports of both good and bad behavior
• International Student Sponsor Program
• Bush School Student Life Committee
• Cultural “Open Forum” nights
• Include assessment of inclusion in EOC critiques
Focus Areas-- AY21/22

1. Open Ideas/Recommendations
2. Better Incorporate Bush School DC
3. Student input/involvement in the dialogue
4. Positive and negative reporting
5. Data (metrics, collection process, feedback…)

And … ????
Student EDI Committee

Co-Chairs:
Alyssa Duany and Valeria Hinosjosa
Who is the Student Equity, Diversity and Inclusion Committee?

The Equity, Diversity, and Inclusion Committee works to create an environment that respects, nurtures, and celebrates diversity through education and promoting exposure to different cultures, belief systems, and values. It is comprised of first- and second-year Bush School students.

The committee’s co-chairs for 2021-2022 are Alyssa Duany and Valeria Hinojosa.

The co-chairs also serve on Dean Welsh’s committee.
Past Work and Future Outlook

• **2020-2021**
  - Monthly Newsletter
  - Guest Speakers
  - Trivia Nights

• **2021-2022**
  - Continue newsletters
  - Guest Speakers on variety of topics
  - In person events
  - Workshops on navigating these topics
EDI NEWSLETTER

“The SGA Equity, Diversity, and Inclusion Committee works to create a school that respects, nurtures, and celebrates diversity through education and promoting exposure to different cultures, belief systems, and values.”

BLACK HISTORY MONTH

DIVERSITY IN PUBLIC SERVICE: BLACK HISTORY MONTH SPOTLIGHT

Dr. Robert Clifton Weaver served as the first secretary of Housing and Urban Development under President Lyndon B. Johnson. He was the first African American to hold a cabinet position in the United States. [1]

BLACK HISTORY MONTH BOOK RECOMMENDATIONS

How to Be an Antiracist
- Ibram X. Kendi
Discusses not only racism, but how racism has infiltrated human thought on gender, sexual orientation, body type, and ethnicity. Covers how to better combat racial thought in oneself and the world around them.

Stamped from the Beginning: The Definitive History of Racist Ideas in America
- Ibram X. Kendi
Chronicles the story of racism throughout American history, and how it has been used to justify discriminatory policies and inequalities.

March
- John Lewis, Andrew Aydin, & Nate Powell
Graphic Novel covering the life of Congressman John Lewis and his role in the Civil Rights Movement.
Internal Survey Findings
Why are Bush School students involved in EDI initiatives?

Responses:
• “Increase equity, diversity and acceptance within the Bush School”
• “Increase EDI awareness for future public servants”
• “Learn more about EDI efforts to support various communities”
What topics or events would Bushies like to see during the 2021-22 school year?

Responses:
- “Understanding and learning tools to mitigate Systemic Racism”
- “Fostering an inclusive learning environment inside and outside the classroom”
- “Counteracting unconscious Bias”
- “Events that have speakers of various backgrounds”
- “Events that celebrate various cultural backgrounds”
- “Events that celebrate LGBTQ+ pride”
Quotes from Committee Members:

- “Help support and stand up for equity, diversity, and inclusion in the school.”
- “Counteracting Unconscious Bias and fostering an inclusive climate in & outside of class”

100 percent of EDI Committee Members who gained value from being on the committee and learning about EDI topics
Call to Action and Looking Forward

• Implement this feedback into our events such as workshops and guest speaker series

• Asking student body for feedback
  • Interest in participation for workshops, speakers?
  • What topics are important to you? What topics should we address?

• Get involved with student committee!
  • Informational on Thursday, September 9th at 6:30 PM! (More info provided soon)
Stay Connected!

• **Email:** EDI.Bush.SGA@gmail.com
• **Twitter:** @Bush_EDI
• **Instagram:** @Bush_EDI
• Contact co-chairs, Alyssa Duany and Valeria Hinojosa directly!
  • Alyssa Duany: ald19@tamu.edu
  • Valeria Hinojosa: valeriahinojosa@tamu.edu
Questions?