Diversity Town Hall

13 Feb 2023
Agenda

- DEI Committee
- DEI Committee Member Thoughts
- Demographics
- Last Year’s Actions
- Student EDI Committee Thoughts
- Last Year’s Incidents … Trends
- Open Ideas/Suggestions
- Focus Areas for AY22/23
- Get Your Thoughts
DEI Committee

- Ex-Officio Reps
- Faculty Reps
- Staff Reps
- At-Large Reps (Fac & Staff)
- Student Reps
  - EDI Cmte Co-Chairs
  - EMPSA Rep
- Former Student Reps
**DEI Committee Members**

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### Demographics

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<tr>
<th></th>
<th>Faculty</th>
<th>Staff</th>
<th>Students</th>
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<tbody>
<tr>
<td>Female</td>
<td>34% (-2)</td>
<td>71% (+6)</td>
<td>49% (-5)</td>
</tr>
<tr>
<td>URM (tot)</td>
<td>16% (-8)</td>
<td>22% (+6)</td>
<td>40% (+10)</td>
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<tr>
<td>HISP</td>
<td>5% (-2)</td>
<td>12% (+2)</td>
<td>26% (+11)</td>
</tr>
<tr>
<td>API</td>
<td>7% (-2)</td>
<td>4% (+2)</td>
<td>5%</td>
</tr>
<tr>
<td>BLACK</td>
<td>4% (-1)</td>
<td>5%</td>
<td>5% (-4)</td>
</tr>
<tr>
<td>INTL</td>
<td>10% (+7)</td>
<td>0% (-5)</td>
<td>4% (-5)</td>
</tr>
<tr>
<td>WHITE</td>
<td>69%</td>
<td>74% (-5)</td>
<td>56% (-5)</td>
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AY21/22 Actions

- Deans CARE Intern (Somayeh Amiri)
- Continued Mandatory Fac/Staff DEI Training
  - 96% attendance in AY21/22
- Women in Intel Conference (ISP)
- Divine Nine event (CNP&P)
- New Bush School Advisory Board Members
- Approval for Dir of Community and Culture
  - Crystal Riles – 16 Feb ’23
- Independent Advisor Assessment
  - Om Chitale (LinkedIn)
Independent Assessment

• From all – strong belief in leadership commitment to improving, acknowledgement/gratitude to openness to learning and growing
• Low awareness of DEI tactics outside of “your sphere”
  • Leads to low appreciation for progress
• No awareness of a coordinated plan
• No shared language on what diversity, inclusion, and equity (individually) mean here
• PSAA and IDEP – “of course it has to be embedded in our core work”, NSD not as consistent
• From students (who want more) – one main touchpoint in orientation, then a dropoff
• For staff and faculty – not getting sense of “lifelong learning” around DEI
International Students

• “Checklist” of fundamental life things for moving to CS/the USA
• English language support
• Active inclusion practices around Texas culture, CS traditions (tailgates, country dancing, etc.)
• Career Center support for non-US Citizens
• Specific inclusion practices in orientation celebrating different backgrounds (don’t leave it up to the students, as there is some othering happening)
• Validation/invitation of learnings from students from different countries
Student EDI Committee

Co-Chairs:
Kathryn Orteaga and Toriano Bryant
Incidents Since Last Town Hall

1 Stop-Hate Report

16 Reports in Bush School system
Stop Hate Reports (1)

- Claim of discrimination following a verbal/physical altercation between students
  - Related Title IX claim; investigation underway
Student/Student Incidents (11)

- Islamophobic comments and threatening gestures by one student toward another (4 students reported)
- Concern about lack of dietary options at Gala
- Gala music playlist lacked cultural diversity
- Scheduling major events on holy days
- Uncomfortable student discussion about “old white men” professors vs. “young women of color” professors
Student/Student (cont.)

- Concern about fellow student’s social media posts
- Pre-class conversation isolates one student
- Discrimination against “Bible Believing Christians”
- Using derogatory term to describe men in another country (“sissies”)
- Student being physically and verbally abusive toward other students in/after class
- Student verbally harassed for political views
Student/Faculty Incidents (4)

- Student disrupting professor in class
- Accessibility concern … computer use for test
- Professor showing favoritism
- Concern about article in Inside the Bush School (3 students reported)
Student/Staff Incidents (1)

• Insensitive language in meeting about students looking “homeless” based on their dress
Trends

- Lack of sensitivity/awareness during informal group conversations
- Intolerance for views of others on issues people feel strongly about
- Social media style/content as part of your “reputation”
Comments

• Higher # of reports this year
• How reports are handled
  • Named/Anonymous
  • DEI Committee involvement
  • Closing the loop
• “Nobody is telling me anything” does not mean nothing is being done (TAMU investigations)
• “I don’t like the answer” does not mean nothing is being done
• Concerns need to reach the DEI Committee!
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Open Ideas/Recommendations

- Required DEI course or module in every course?
- How do we “display” Diversity & Community
  - Kenny Taylor leading the effort
- International Student Sponsor Program
- Bush School Student Life Committee
- Cultural “Open Forum” nights
Upcoming Events

• 15 Feb … Celebrating the “Divine Nine”
  • Stark Gallery (MSC)
• 23 Feb … Rod Pennywell Lunch Conversation
• 10 Mar … Independent Advisor (Cris Candia Lopez)
• Monthly celebrations:
  • March – Women’s History Month
  • April -- Arab-American Month
  • May -- Asian Pacific Heritage Month
    -- Jewish American Heritage Month
  • June -- LGBTQ Pride Month
Focus Areas-- AY22/23

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…)
Questions?