2021-22 Diversity, Equity & Inclusion Presidential Committee

Chairs: Lisa Knight (2020 – Starting Year 2), Professor, Religion, Asian Studies, and Anthropology; Chair of Asian Studies and Anthropology, and Deborah Allen (2020- Starting Year 2), Director, Center for Inclusive Communities.

Awards and Grants
Charge: Continue selection process of committee’s awards and grants. Work with Seeking Abraham grant committee to coordinate procedures. Create timeline of due dates, awards, and selection and announcement processes.
Chair: Megan Dodgens (RIL) (2017-Starting Year 5)
Committee: Courtney Firman (H&RL) (2016-Starting Year 6), Joseph Merry (SOC) (2019 – Starting Year 3), Caroline Davis (Theatre & SOAR) (2021 – Starting Year 1), Andrew Womack (AST/ANT) (2021 – Starting Year 1), Kevin Carberry-student

International Affairs
Charge: Advise on matters pertaining to internationalization and global issues affecting the Furman community, including, but not limited to, policy development and revision, recruitment, multicultural training and education for faculty and staff. Collaborate with other entities on campus, such as the Rinker Center and Center for inclusive Communities to supplement their work on behalf of campus internationalization. Identify opportunities to connect diversity-rich and global experiences with existing or new courses to prepare students to live, work, and contribute in a diverse globally connected world. Serve as a bridge to engage the Furman community with the broader Greenville International network. Explore opportunities for an officially recognized affinity group within employee ranks as well as web presence. Other work as the subcommittee sees fit.
Chair: Lourdes Manye (MLL) (2019 – Starting Year 3)
Committee: Candice Chan (AD) (2020 – Starting Year 2), Buket Oztas (POL) (2019 – Starting Year 3), Mehmood Mallick (UC) (2020 - Starting Year 2), Santiago Quintero (MLL) (2019 – Starting Year 3), and Nancy Georgiev (2016 – Starting year 6).

Staff Recruitment, Advancement, and Training
Charge: Work with HR on status of committee’s recommendations regarding staff hiring and training practice. Assess and make recommendations for staff development and promotion, especially for staff from historically underrepresented groups. Develop method for exit interview of staff and system for retaining information. Continue working on action items identified last year. Other work as the subcommittee sees fit.
Chair: Linette Reyes-Berberena (FDC) (2018 – Starting Year 4)
Committee: Rob Carson (ATH/SS) (2017 – Starting Year 5), Danielle Hernandez (McA) (2019 – Starting Year 3), Tina Schwebach (HR) (2019 – Starting Year 3, moved from FRAT), Erika Calle (Custodian Coordinator) (2021 – Starting Year 1), Judy Bagley (SOAR) (2017-Starting Year 5, moved from Awards and Grants)

LGBTQ+ Affairs
Charge: Advise on matters pertaining to LGBT+ issues, including, but not limited to, policy development and revision, recruitment, and employee education. Promote inclusion of current
scholarship on LGBT+ issues in the curricular and co-curricular offerings. Explore opportunities for officially recognized affinity group within employee ranks as well as web presence. Other work as the subcommittee sees fit.

**Chair: Scott Henderson (EDU) (2018 – Starting Year 4) and Alex Francis-Ratte (AS) (2018 – Starting Year 4)**

**Committee:** KC Cox (FAC) (2018 – Starting Year 4), Adi Dubash (BIO) (2018 – Starting Year 4), Ben Efird (RNKR) (2018 – Starting Year 4), Kelsey Hample (ECON) (2018 – Starting Year 4), Katlyn Sepsey (Assistant Director for Analytics and Support in the Academic Assistance/Soar Office) (2021 – Starting Year 1), Riley Hughes ’22,

**Faculty Inclusion, Retention, and Mentoring (FIRM)**

**Charge:** Assess faculty retention issues. Develop recommendations for promoting an inclusive culture that fosters the retention and thriving of faculty from historically underrepresented groups. Along with other faculty across campus, contribute to interviewing on-campus candidates and organize an annual gathering of new hires and interviewees. Other work as the subcommittee sees fit.

**Chairs:** Onarae Rice (PSY) (2019 – Starting Year 3), and Michael Svec (EDU) (2020 – Starting Year 2)

**Committee:** Mary Fairbairn (LIB) (2021 – Starting Year 1), Nader Hakim (PSY) (2021 – Starting Year 1), Jessica Hennessey (ECN) (2021 - Starting Year 1), Mai Xiong-Gum (COM) (2021 - Starting Year 1)

**DEI Subcommittee: Education and Training**

**Charge:** Drawing on resources and skills of CREATE, FRAT, SRAT, Intergroup Dialogue, and others, work toward developing and institutionalizing a DEI education and training program for faculty, staff, and administrators. Find and assess an online DEI program, similar to annual Title IX training, if the subcommittee determines the usefulness of such a program for Furman’s community. Utilizing diverse and complementary approaches, DEI-ET will develop and provide educational training for faculty/staff DEI representatives. They will be the point committee for faculty/staff DEI representatives, and facilitate conversations around best practices for departments and disciplines. For departments that have undergone FRAT training within the past three years and are conducting another search, they will facilitate a second level of discussions.

**Chair: Jenny Colvin (LIB) – (2019 – Starting Year 3)**

**Committee:** Brittany Arsiniega (POL) (2021 – Starting Year 1), Katie Kelly (EDU) (2021 – Starting Year 1), Kate Taber (Spiritual Life) (2021 – Starting Year 1), Erik Anderson (PHL) (2021 – Starting Year 1)

Not all are officially members of the DEI Committee, but they contribute as trainers, facilitators, consultants, and/or on-campus candidate interviewers:

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<tr>
<th><strong>DEI Trainings: Inclusive Hiring</strong></th>
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<tr>
<td>Karen Allen</td>
<td>Scott Henderson</td>
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<td>Erik Anderson</td>
<td>Kate Kaup</td>
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<td>Teresa Cosby</td>
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**CREATE facilitators:**

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Maegan Azar
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