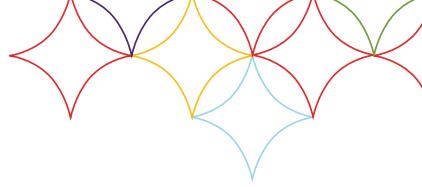




DIVERSITY, EQUITY AND INCLUSION COMMITTEE

2021-22 *Institutional Report*





LETTER FROM THE CHAIRS

Like the previous year, 2021-22 had unique challenges. We're still in a global pandemic and there has been significant change in the political climate on discussions about race and racism. There is a growing awareness of hate crimes against Asians and Asian Americans in the virus's wake; the public racial reckoning after George Floyd's brutal death in 2020; a troubling backlash against and gross misrepresentations of concepts like diversity, equity, and inclusion; and a fabricated fear of the educational concept of Critical Race Theory. Addressing a sense of belonging among all our students, staff, and faculty has never been more important.

There were several key personnel changes this year: Deborah Allen, co-chair of the DEI Committee and Director of the Center for Inclusive Communities, left Furman; and Michael Jennings, Furman's inaugural CDO, moved to a faculty position. Savita Nair (History, Asian Studies and WGSS) served as interim co-chair until Robyn Andrews (Library) joined as co-chair, along Lisa Knight (Anthropology, Asian Studies, Religion) of the DEI Committee in January, energizing the committee with great questions and new ideas. A new position, Associate Dean of DEIE (Diversity, Equity and Inclusive Excellence), was created, resulting in the selection of Dr. Cynthia King (Professor of Communications) for this important role.

We also made a structural change in the DEI Committee by replacing the Faculty Recruitment, Advancement and Tenure (FRAT) subcommittee with two others: Faculty Inclusion, Retention and Mentoring (FIRM), and DEI – Education and Training.

Having concluded the previous year by identifying silos and lack of communication as critical deficiencies that need to be addressed, we worked regularly with campus partners to address challenges and build initiatives. We also initiated a program to enable academic departments to prioritize DEI and increase interdepartmental communication. Two DEI representatives/advocates, selected by each department, were charged with organizing two DEI conversations, workshops or actions in their departments. To safeguard against the tendency for DEI efforts to fall to junior or underrepresented faculty – often at personal or professional cost – the responsibility of promoting inclusive excellence is shared with the department chair. In February 2022, DEI representatives met in four groups (by divisions) to share DEI activities, and they will provide a written annual report. The goal is to create an inventory of department and faculty DEI initiatives, share best practices, and improve communication and visibility.

The DEI Committee's six subcommittees, totaling 38 faculty, staff and student members, continued their work to develop and coordinate initiatives toward a more diverse, vibrantly inclusive, and equitable community. These initiatives are driven by the collective experiences and observations of DEI members and input from the campus community.

DEI Committee members worked attentively in their various areas, responding to both expected and unexpected needs. We remain humbled by the diligence and passion of colleagues all across campus and the work that remains ahead of us.

Sincerely,

Robyn Andrews, *staff co-chair*

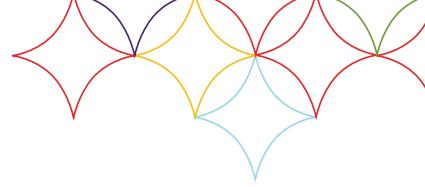
Lisa I. Knight, *faculty co-chair*

This report attempts to provide a snapshot of the gains made across campus and beyond related to diversity, equity and inclusion. It is not an exhaustive list.



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STRATEGIC DIVERSITY PLAN

Initiated and rolled out by Michael Jennings, Furman University's divisions made presentations to identify specific initiatives and goals that will help advance the university's efforts toward creating a more diverse and inclusive environment for our community. The presentations by Athletics, Academic Affairs, Development and Alumni and Parent Engagement, University Communications, Enrollment Management, and Finance and Administration were recorded and are available on the DEI website. Student Life will give their SDP presentation in Fall 2022.

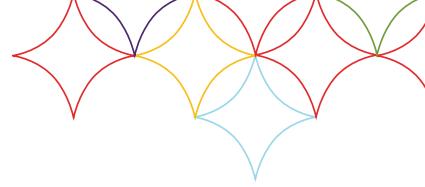
CAMPUS CLIMATE ASSESSMENT

The DEI Committee co-chairs assisted with the implementation of the Campus Climate Assessment, which measures the University's progress in diversity, equity, inclusion and belonging. Anita Davis, Vice President for Diversity, Equity and Inclusion at Trinity College led the assessment. She and her team collected and analyzed data from ten focus groups and the survey administered by the Higher Education Data Sharing Consortium (HEDS). Davis and her colleague, Kelly Weeks of Rhodes College reported their findings in separate sessions for faculty, staff and students. The results of the Campus Climate Assessment will inform the ongoing and future efforts to make Furman more diverse, equitable and inclusive.

The following preliminary findings from the Campus Climate Assessment are particularly relevant to the DEI Committee's work:

- Improving a sense of belonging and safety for BIPOC and LGBTQI+ students and broader community is a need that must be addressed. The DEI Committee will promote the work being done by the LGBTQ+ Affairs subcommittee, support academic departments and faculty on ways to improve climate in classroom and department cultures, and will assist other campus partners and initiatives when opportunities arise.
- A solid infrastructure of DEIE-focused initiatives is in place, and there is a core group of people committed to advancing DEIE. However, progress will be greatly improved with increased messaging from top administrators that DEIE is a priority across campus and within all divisions. The DEI Committee will assist by providing administrators with updates about initiatives and areas of concern, as identified by the committee.
- While there is notable progress made in hiring more diverse faculty, more effort needs to be made to increase diversity among administration and staff. The subcommittees Staff Recruitment, Advancement and Training, DEI – Education and Training, and Faculty Inclusion, Retention, and Mentoring plan to support inclusive hiring initiatives and retention.
- Hiring a Vice President-level leader is necessary to developing a campus-wide strategy to continue the University's advancement in DEIE. President Davis has committed to supporting this recommendation. As needed, the DEI Committee is eager to support this important goal.





AWARDS & GRANTS

Charge:

Manage selection process of committee's awards and grants. Create timeline of due dates, awards, and selection and announcement processes.

Chair:

Megan Dodgens (The Riley Institute)

Committee:

Kevin Carberry '24, Caroline Davis (Theatre, SOAR), Courtney Firman-Watkins (SOAR), Joseph Merry (Sociology), Andrew Womack (Asian Studies)

Initiatives:

- Codified processes and timelines for subcommittee work.
- Received 15 applications for the DEI mini-grants, which seek to address, promote or enhance campus climate, access, education, policy or assessment. Awarded \$5,400 to support the following projects:
 - Dialoguing Across Difference with Perry Correctional
 - Queer Spirituality Book Discussion Group
 - Progress for Periods
 - It's Not Music: A Cross-Genre Collaboration for the 21st Century Music Student
 - Raciolinguistics: Examining the Connection between Race and Language in the United States
 - Enhancing Diversity of Furman University's 2022 Summer Camp Program
 - Library Digital Accessibility Student Workers Pilot
- Solicited nominations and selected recipients for three award categories to be honored at Fall Convocation. These awards are given to individuals who have demonstrated an emerging or sustained commitment to advance Furman's values of diversity, equity and inclusion, and multiculturalism on campus.
 - Awarded the 2021-22 Dr. Cherie Maiden Invitational Award for faculty to Dr. Brandon Inabinet, Associate Professor.
 - Awarded the 2021-22 Staff Meritorious Award for Diversity, Equity and Inclusion to Stephanie Hesbacher, Assistant Director of South Housing.
 - Awarded the 2021-22 Rosa Bodkin Award to Nath Kapoor '23.



President Elizabeth Davis with award recipients Brandon Inabinet, Stephanie Hesbacher and Nath Kapoor '23.

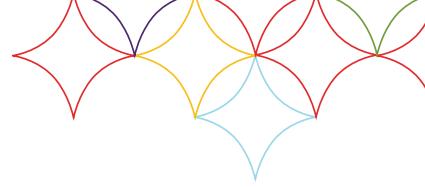
Future Goals:

- Design an inclusive rubric for reviewing grant applications.
- Open mini-grant application window earlier in the fall semester.
- Seek ways to promote and make visible the work being done by mini-grant recipients.



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DEI – 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 Title IX training. Develop and provide educational training for faculty/staff DEI representatives.

Chair:

Jenny Colvin (Library)

Committee:

Brittany Arsiniega (POL), Katie Kelly (EDU), Kate Taber (Spiritual Life), Erik Anderson (PHL)

Initiatives:

- Increased pool of DEI trainers for required department Inclusive Search Workshops.
- Began identifying and collecting information about available training resources on campus.
- Facilitated 9 department Inclusive Search Workshop sessions.
- Facilitated 55 on-campus interviews of candidates for 21 faculty positions. This was aided by a good response rate from faculty, many of whom are DEI representatives in their departments, willing to meet with candidates and provide feedback related to DEI.

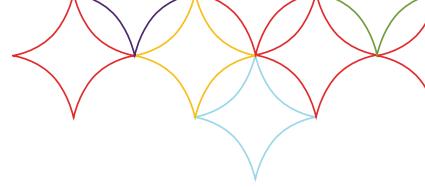
Future Goals:

- Host “train the trainers” sessions for departmental DEI training.
- Complete collection of various campus DEI trainings and workshops and provide list with contact information for publication on the DEI website.
- Determine gaps in current DEI educational offerings.
- Solicit and assess feedback about Inclusive Search Workshops from academic departments and revise as necessary.
- Assess online DEI programs and propose launch.



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FACULTY INCLUSION, RETENTION & 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.

Co-Chairs:

Onarae Rice (Psychology) and Mike Svec (Education)

Committee:

Mary Fairbairn (Library), Mai Nou Xiong-Gum (Communications), Nader Hakim (Psychology),
Jessica Hennessey (Economics)

As FIRM is a new subcommittee, members focused on identifying challenges to retention and experiences of belonging, making sure that all marginalized groups were considered. The subcommittee determined that stakeholders include faculty with young children, LGBTQ+ faculty, racial minority groups, religiously diverse groups, women, single parents, faculty with disabilities, among others. While faculty from historically underrepresented groups was a focus, the goal is to provide an environment in which all faculty thrive.

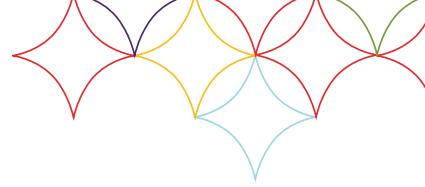
Initiatives:

- Discussed past institutional strategies targeted at helping improve retention and promotion and collected retention rates among probationary faculty and those from underrepresented groups.
- Developed questions for a potential campus focus group separate from the Climate Survey to be attempted after the results of the Climate Survey are released.
- Determined the following patterns and needs:
 - The FDC offers peer mentoring circles of 6-8 self-identifying faculty for 1st-year faculty that continue as a cohort through their second year; there's a significant attrition rate after year two amongst men and URGs
 - Faculty mentoring occurs at two levels – department and university – and there is a huge variance in the type of mentoring a faculty member might receive
 - There is a need for transparency about the tenure and promotion
 - There is a need for mentoring of junior faculty with respect to contextualizing student opinion surveys and writing annual evaluations.
- Co-chairs (along with other DEI Committee chairs and members, and other colleagues) participated in a working group, at the request of the Faculty Council and Faculty Status Committee, during summer 2022 and drafted and presented a Policy for DEIE to be considered by stakeholders. For FIRM and DEI Committee more broadly, this initiative was undertaken to help provide transparency in evaluative systems and establish a system for counting DEIE work in merit and promotion.

Future Goals:

- Work with Faculty Development Center to assess and develop effective mentoring across departments.
- Work with Faculty Status Committee and the administration to make the tenure and promotion department documents visible across campus.
- Develop a statement on the need for transparency with Faculty Status Committee and department documents to enhance clarity and trust.
- Work with Faculty Status Committee to develop training sessions for probationary faculty to help clarify the annual review process and the factors that contribute to merit.





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 which 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 officially recognized affinity group within employee ranks as well as web presence. Other work as the sub-committees sees fit.

Chair:

Lourdes Manyé (Modern Languages & Literature)

Committee:

Candice Chan (International Admissions), Nancy Georgiev (Rinker Center), Buket Oztas (Politics & International Affairs), Mehmoond Mallick (University Communications), Santiago Quintero (Modern Languages & Literature)

Initiatives:

- In Fall 2022, members of the International Affairs subcommittee had a presence during International Education Week, meeting and talking with students.
- In collaboration with MJ Larrazabal, the International Affairs subcommittee created a brochure introducing the committee's role and its members.
- Hosted an International Students Mixer in Spring 2022, with a Valentine's Day theme gathering and pizza party with international students in collaboration with the CIC, the Rinker Center, and Candice Chan to establish a more personal contact and get feedback about their experience during the first semester.

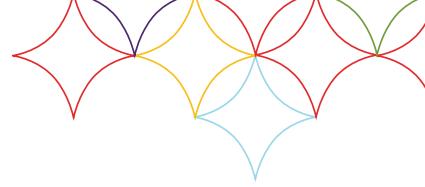
Future Goals:

- Update the subcommittee brochure with new members
- Organize a small gathering with international students once a semester
- Continue presence during International Education Week
- Finish creating and publishing an International Affairs webpage linked to the DEI general website
- Create a t-shirt for the subcommittee and the international Furman community
- Celebrate the "Furman International Community" campus event during Orientation week, as well as small events during the year connecting Furman's international community to the Greenville community



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- Continue collaborating with campus partners, including international students admission, Center for Inclusive Communities, Human Resources and the FDC
- Create a list of international faculty and staff for networking and as potential resources
- Connect with Human Resources to facilitate having a link for “International Faculty” from the Human Resources website to the Study Away and International Education website

LGBTQ+ AFFAIRS

Charge:

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

Co-Chairs:

Scott Henderson (Education) & Alex Francis-Ratte (Asian Studies)

Committee:

Chad Boltz (SOAR), KC Cox (Facilities), Adi Dubash (Biology),
Ben Efird (Rinker), Kelsey Hample (Economics), Katlyn Sepsey (SOAR), Riley Hughes '22

Initiatives:

- One subcommittee co-chair (along with DEI Committee co-chair) participated in the LGBTQ+ Residential Housing Group and presented the “Supporting LGBTQ+ Student Experiences in Housing Proposal” on September 21, 2021.
- Monitored and responded to Furman’s handling of LGBTQ+ slurs directed at a student during Fall of 2021.
- Co-chairs provided feedback regarding the Bias Incident Response Report form and follow-up protocols.
- Completed initial planning and obtained a funding commitment for an LGBTQ+ affirming t-shirt campaign as part of campus-wide visibility and inclusivity response to incidents of bias.
- Hosted a table at Furman’s second annual Sextacular October 2021.
- Helped coordinate and host inaugural homecoming brunch for LGBTQ+ Furman alumni.
- One subcommittee member was a featured speaker at the Julie Valentine Center’s annual luncheon in February 2022.
- One subcommittee member moderated the “Sex in the Dark” CLP in March 2022.
- Four subcommittee members undertook a fact-finding trip to the LGBTQ+ centers/resources at Elon University and Wake Forest University on March 31-April 1, 2022.

Future Goals:

- Identify possible uses for the short- and long-term funds provided by Chuck Evans (with the latter possibly designated for an LGBTQ+ resource center at Furman).
- Continue to identify and act on criteria for potential rating of Furman’s LGBTQ+ campus climate by the Campus Pride Index, with possible partnering with The Shi Institute.



- Pursue ongoing dialogues with the Admissions and Development offices to determine how best to recruit prospective LGBTQ+ students and use alumni donations to improve the campus climate.
- Continue to strengthen ties between Furman and our LGBTQ+ alums.
- Determine the status of the LGBTQ+ Residential Housing Working Group's report that was submitted to the Housing Office in 2021 and assist with updating Furman's housing policies in regard to LGBTQ+ students.
- Investigate the possibility of hosting a Lavender Graduation Ceremony.
- Maintain diversity among the subcommittee's members.
- Undertake the t-shirt awareness campaign on a designated day during the Fall of 2022.

STAFF RECRUITMENT, ADVANCEMENT AND TRAINING (SRAT)

Charge:

Partner with Human Resources and others to create a staff hiring and training process. Assess and make recommendations for staff development and promotion, focusing on staff from underrepresented groups. Develop method for exit interviews of staff and a system for retention of that information.

Chair:

Linette Reyes-Berberena (FDC)

Committee:

Tina Abbott (HR), Judy Bagley (SOAR), Rob Carson (ATH/SS), Danielle Hernandez (McA), Rod Kelley (Assistant Dean of Student Conduct & Interim Director of the Center for Inclusive Communities), Erika Calle Tamayo (Custodian Coordinator)



Opportunities/Issues Identified:

- Ineffective communication regarding available resources for staff.
- Lack of true power from the committee to establish new procedures.
- Lack of professional development opportunities for staff.

Future Goals:

- Require DEI training for annual staff performance evaluation.
- Require staff members to complete implicit bias training similar to current Title IX requirement. This idea has been recommended many times in the past and we will continue bringing it up until it is established. *Pilot training in progress.*
- Create Dins Dialogue train-the-trainer program, led by Rod Kelley, for staff.
- Continue updating, modifying and proposing a Staff Hiring Checklist.



SHORT LIST OF CONTACT INFORMATION

Co-Chairs of the University's Diversity, Equity and Inclusion Committee for 2021-22

Lisa Knight
Faculty Co-Chair
Lisa.Knight@furman.edu

Robyn Andrews
Staff Co-Chair
Robyn.Andrews@furman.edu

Bias Incident Response and Support

Melissa Nichols
Title IX and ADA Coordinator
Melissa.Nichols@furman.edu

Admissions

Candice Chan
Dean of International Admission
Candice.Chan@furman.edu

Center for Inclusive Communities

Franklin Ellis, Jr.
Associate Dean and Director of the Center for Inclusive Communities
franklin.ellis@furman.edu

Office of Spiritual Life

Vaughn CroweTipton
Associate Vice President for Spiritual Life and Chaplain
Vaughn.CroweTipton@furman.edu

The Riley Institute – Diversity Leaders Initiative

Megan Dodgens
Director of Diversity Leadership Strategies
Megan.Dodgens@furman.edu

Rinker Center for Study Away and International Education

Nancy Georgiev
Director of Rinker Center
Nancy.Georgiev@furman.edu

Student Office of Accessibility Resources

Judy Bagley
Director of SOAR
Judy.Bagley@furman.edu

Title IX and ADA Coordinator

Melissa Nichols
Title IX and ADA Coordinator
Melissa.Nichols@furman.edu

University Ombudsperson

John Kemp '95
Staff Ombudsperson
John.Kemp@furman.edu

Victoria Turgeon
Faculty Ombudsperson
Victoria.Turgeon@furman.edu

An organizational chart of the DEI Committee and their network of campus partners can be found here: furman.edu/wp-content/uploads/sites/22/2021/09/DEI-Committee-2021-22-org-1.pdf



The above report attempted to provide a snapshot of the gains made across campus within the scope of the diversity, equity and inclusion committee's work. Initiatives took a collaborative approach and involved many constituents. It is not an exhaustive list, despite best efforts.