

## 2022-23 Diversity, Equity & Inclusion Presidential Committee

**Chairs:** **Lisa Knight** (2020 – Starting Year 3), Professor, Religion, Asian Studies, and Anthropology; Chair of Asian Studies and Anthropology, and **Robyn Andrews** (Library) (2022 – Starting Year 2)

### **Awards and Grants**

*Charge:* Continue selection process of committee's awards and grants with potential expansion of grant funding into the fall semester. Operate according to guidelines laid out in 2021-22. Create timeline of due dates, awards, and selection and announcement processes.

**Chair:** **Andrew Womack (AST/ANT) (2021 – Starting Year 2)**

*Committee:* Jordan Bounds (MTH) (2022 –Starting Year 1), Caroline Davis (Theatre & SOAR) (2021 – Starting Year 2), Megan Dodgens (RIL) (2017-Starting Year 6), Courtney Firman (H&RL) (2016-Starting Year 7), -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:** **Nadia Kanagawa** (HST/AST)

*Committee:* Alex Akulli (CIC) (2022 – Starting Year 1), Candice Chan (AD) (2020 – Starting Year 3), Nancy Georgiev (2016 – Starting year 7), Gabby Silva (2022 – Starting Year 1), (2022 – Starting Year 1), Carole Salmon (MLL) (2022 – Starting Year 1)

### **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:** **Steve Hairston** (2022 – Starting Year 1)

*Committee:* Judy Bagley (SOAR) (2017-Starting Year 6, moved from Awards and Grants), Erika Calle (Custodian Coordinator) (2021 – Starting Year 2), Danielle Hernandez (McA) (2019 – Starting Year 4), Rod Kelley (Assistant Dean of Student Conduct & Interim Director of the Center for Inclusive Communities) (spring 2022 –Starting Year 2), Rob Carson (Athletics/Assoc. Ath. Dir) (2022-Starting year 1), Tina Abbott (Finance/HR) (2019-Starting Year 4), Coreea Allen (Academic/Pre-Prof. Adv.) (2022-Starting Year 1), Kendall Gallagher (Finance/Event Coord.) (2022-Starting Year 1), Caitlynne Goodlett (Academic/Study Away) (2022-Starting Year 1), Bonnie Johnson (Dev/Asst. to VP) (2022-Starting Year 1), Rebecca Lunceford (Dev/Asst. Dir.) (2022-Starting Year 1), Jeff Parry (Ath/Dir.) (2022-Starting Year 1), Carrie Silver (Academics/Bridges to Brighter Future) (2022-Starting Year 1)

### **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 curricular and co-curricular offerings. Explore opportunities to enhance the visibility of Furman's LGBTQ+ community, including alumni. Other work as the subcommittee sees fit.

***Chairs:* Scott Henderson (EDU) (2018 – Starting Year 5) and Katlyn Sepsey (Assistant Director for Analytics and Support in the Academic Assistance/Soar Office) (2021 – Starting Year 2)**

*Committee:* Chad Boltz (SOAR) (sp 2022 – Starting Year 2), KC Cox (FAC) (2018 – Starting Year 5), Adi Dubash (BIO) (2018 – Starting Year 5), Alex Francis-Ratte (AS) (2018 – Starting Year 5), Kelsey Hample (ECON) (2018 – Starting Year 5), Kevin Carberry- student

### **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 4), & Mike Svec (EDU) (2020 – Starting Year 3)**

*Committee:* Mary Fairbairn (LIB) (2021 – Starting Year 2), Nader Hakim (PSY) (2021 – Starting Year 2), Jessica Hennessey (ECN) (2021 - Starting Year 2), Mai Xiong-Gum (COM) (2021 - Starting Year 2)

### **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:* Kate Kaup (POL/AST) (2022 – Starting Year 1)**

*Committee:* Karen Allen (SUS/ANT) (2022 – Starting Year 1), Jocelyn Boulware Bruce, (Asst Director, CIC) (2022 – Starting Year 1) Andy Coe (Asst. Dir. Internship Program) (2022 – Starting Year 1), Katie Kelly (EDU) (2021 – Starting Year 2), Kaniqua Robinson (ANT) (2022 – Starting Year 1), Randy Umstead (MUS) (2022 – Starting Year 1)

### **Disability and Accessibility Affairs**

*Charge:* Help ensure Furman University is a fully accessible campus and inclusive environment for people with disabilities where disability is recognized as an important aspect of diversity that is integral to the campus community and society. This subcommittee will:

- strive to ensure that in its programs, activities and campus culture, Furman recognizes disability as a valuable aspect of human diversity;
- cultivate awareness of barriers to access and inclusion for people with disabilities;
- reduce barriers to access and inclusion by advocating for training opportunities and policy improvements; and

- create an inclusive disability culture.

**Chair: Judy Bagley (SOAR) (2017-starting year 6)**

**Committee:** Sarah Gonzales from D.R.E.A.M. (Disability Rights Education Activism and Mentoring, which is a student organization) (2022-Starting Year 1), Adam Barton (IT Representative) (2022-Starting Year 1), Ryan Fisher (UC Com) (2022-Starting Year 1), Allison Trainer (Music) (2022-Starting Year 1), Scott Salzman (Library) (2022-Starting Year 1), Melissa Nichols (Title IX & ADA Coord.) (2022-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:

<b>DEI Trainings: Inclusive Hiring</b>		<b>CREATE facilitators:</b>
Karen Allen Teresa Cosby Glen Halva-Neubauer	Scott Henderson Kate Kaup Savita Nair	Robyn Andrews Maegan Azar Andy Coe Christopher Hutton

Each Academic Department has two DEI representatives/advocates.