

NOTES FROM HONORS COLLEGE/ UD ADVANCE/ UDARI CO-HOSTED EVENT: 02.2.22.

IMPROVING DIVERSITY & CLIMATE AT UD: EXPERIENCES OF WOC FACULTY

In response to research done by UD ADVANCE and outlined in the research brief entitled [Improving Diversity & Climate at UD: Experiences of Women of Color Faculty](#), there was a session organized by the Honors College in partnership with UD ADVANCE and UDARI at which the work was presented and discussed. There were over 100 attendees. These notes summarize the perspective of the participants.

Slides of the presentation can be found on the [ADVANCE website](#).

1. *Has senior administration seen the paper?*
Yes, we shared it first with the provost office, and were asked to share it with the community. We have since shared it with the VP Office of Institutional Equity and the deans.
2. *How do we hold senior administrators accountable for DEI efforts?*
A dean on the Zoom call shared that the deans are quite concerned about DEI at UD and encouraged ADVANCE to present this research to them. ADVANCE would like to meet with both the deans and department chairs. Accountability is very important, but communication comes first.
3. It was also suggested that the work be shared with the Provost Search Committee as a means of keeping it in the view of upper administration.
4. Another suggestion was that the Faculty Senate could be used as a means of communicating key findings and suggestions for change. Perhaps a “best practices” set of policies could be adapted to UD and presented to the Faculty Senate. The Senate has little direct power but could start a conversation to which the administration would need to respond.
5. *Some chairs are sensitive to service burdens, while others are not. What are some ideas for addressing this?*
Faculty can encourage chairs to notice large service burdens of colleagues — e.g. “I notice this, what are we doing to recognize/better distribute?” For more information on best practices in workload equity see:
 - Workload equity video: <https://www.youtube.com/watch?v=RAFaK6wicFO>
 - American Council of Education report on equity in faculty workloads: <https://www.acenet.edu/Documents/Equity-Minded-Faculty-Workloads.pdf>
6. It was brought out as a matter of concern that neither the Department of Africana Studies nor the Department of Women & Gender Studies has representation on the Faculty Senate. The departments continue to seek some resolution to this matter
7. *Is there a chance that one of the actionable steps is retroactively addressing these women’s grievances? For example, a decent start up salary? Also, many of us would love to have an apology. And I can imagine the colleagues that left feel the same.*
We need first to sensitize the entire community to the existing situation, and work towards change.

8. *Has any work been done with UD staff or students of color who are employed at UD?*
ADVANCE has done no work there. Due to the scope of our grant, our focus at this time is on faculty.
9. The following was shared by an attendee and highlights some of the areas being discussed.
While I was early on the tenure-track I witnessed several Black women TT assistant professors leave the university without tenure. It caused me a lot of anxiety because it made me feel that I could easily be unsuccessful despite my best efforts. The mental health implications of being the "only" and your success being tied to your perceived value and not scholarly products can be debilitating. We have a serious need for greater oversight in our hiring and retention practices and a formal support system for Black faculty.

There is, in fact, a serious need for greater oversight in our hiring and retention practices, and a formal support system for all under-represented faculty.

10. *The report says that some departments have been more welcoming than others. What is being done to address the failing departments?*
ADVANCE has held Faculty of Color Roundtables and have presented best practice recommendations for retention of faculty of color in workshops to chairs. Sensitizing the community is an ongoing process and is being addressed in various ways across UD.
11. Not only do POC feel isolated and marginalized among colleagues. The climate in the classroom can be very hostile for women of color. There needs to be education of the student population with respect to these matters.
12. *We know, for example, that UD takes grant funding seriously because it reports the amount of grant funding faculty receive. What markers could UD report on that would demonstrate that it is taking DEI seriously?*
Perhaps there could be awards and recognition around DEI efforts. Climate Survey data over the years could be used for a longitudinal study and would allow us to be able to assess progress in this area.
13. *What direct action could faculty participate in this spring to show the administration that we want action and change. Could UDARI lead here?*
It was proposed that majority faculty could commit to raising this study when talking with administrators - making sure that it does not go away.
14. *What can I do as an individual to help other individuals and let them know that I appreciate them. I don't have any power to set system policies but I want to make UD a better place.*
Great question. If we treat minority persons just as we would treat another friend and colleague, that goes a long way to minimizing feelings of isolation. Be intentional about being welcoming and inclusive.