

University Senate Ad Hoc Committee on Diversity, Equity, and Inclusion
Report to the University Senate
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This ad hoc committee was created in October 2020 in response to the report from the University Senate and Associated Students Government Campus Climate Task Force: Hate Crimes, Acts of Intolerance, Bullying, and Harassment. Over the years USD has seen numerous committees, task forces, working groups, resolutions, and initiatives aimed at addressing incidents and situations on campus such as hate crimes, racism, gender inequity, and acts of intolerance, among others. These important efforts suggested the need for the creation of a standing Senate committee dedicated to issues in the areas of diversity, inclusion, equity, anti-racism, and social justice.

Guiding principles for this ad hoc committee and the resulting standing committee:

1. Draw on previous work already done over the years as well as current efforts
2. Identify areas for the implementation of direct actions as soon as possible and in the short term, while also providing continuity and commitment to the long-term work
3. Engage in proactive work: not just reacting to incidents as they occur but examining systemic conditions and structures
4. Serve a liaison function aimed at avoiding the duplication of parallel efforts across campus and strengthening the institutional culture around diversity, inclusion, equity, anti-racism, and social justice

The preliminary committee charges are as follows:

1. The committee will draft the language for an amendment to the Senate Constitution and By-Laws to create a standing committee. This will include consideration of the committee name, membership, and functions within the Senate jurisdiction. (Timeline: have draft prepared as soon as possible, but no later than the end of the current semester.)
2. The committee will examine the recommendations from the Campus Climate Task Force and take steps to facilitate their implementation. For those that fall within Senate jurisdiction, the committee will work directly with the Senate; for those that do not, the committee will liaise with the relevant entities on campus for their implementation. (Timeline: as soon as possible depending on each recommendation)
3. The committee will communicate with the Anti-Racism Task Force and Interim Vice Provost for Diversity, Equity, and Inclusion to ensure that efforts are not duplicated but rather mutually reinforced.

Progress made on the above charges:

1. The creation of a new standing committee on Diversity, Equity, and Campus Climate has been approved. The committee membership will be confirmed by the end of this semester, and the current ad hoc committee will be disbanded.
2. The table on pages 2-5 of this report reflect completed and pending tasks.
3. The ad hoc committee has been in continual communication with the Anti-Racism Task Force, which is co-chaired by Dr. Richard Miller (Interim Vice Provost for Diversity, Equity, and Inclusion) and Dr. Jillian Tullis (Arts & Sciences).

Recommendations from the Campus Climate Task Force	Actions taken and pending items* (Asterisk indicates pending)
1. Processes/Procedures/ Protocols for response to / reporting of hate crimes and acts of intolerance. A comprehensive process map was developed.	
a. The process maps are posted on relevant University websites (Department of Public Safety - DPS website , Human Resources , Title IX, Student Affairs).	This has been confirmed for DPS: https://www.sandiego.edu/safety/reporting/ * It has not been confirmed for Title IX. The most current website is the following: https://www.sandiego.edu/titleix/reporting/
b. The University community is made aware of the current processes/procedures/protocols.	* Anti-Racism Task Force (ARTF)
c. The processes/procedures/ protocols are reviewed and revised, as appropriate, on a yearly basis by a joint committee which includes faculty, students, and members representing Student Affairs, Health & Wellness, Residence Life, and Public Safety.	* ARTF
d. Updates about revisions are shared with the campus community.	* ARTF
e. A University Senate representative is appointed to the DPS council on campus safety.	* The Senate will follow up with DPS and appoint a representative.
2. Incidence Response Team Structure (Sensitive Issues Team - SIT; Critical Incidence Response Team - CIRT).	
a. An Ombudsperson be hired to serve the campus community and an ombuds model be used for the incidence response team	* In their May 2019 report, the Senate Ombuds Committee recommended the creation of an ombuds office/function at USD. The report included the suggestion of a two-year pilot project in which a designated “Vice Provost for Academic Affairs” position would carry out the functions indicated in the report. In response to the report, Provost Baker created the position of “Advisor to the Provost for Faculty Affairs” in Fall of 2019, and Dr. Esteban del Río was appointed to this position. Dr. del Río submitted a report to the Provost and Senate Chair in March of 2021. Additional calls for the creation of a formalized ombuds position continue to emerge.
b. For faculty-related matters, while the University awaits an ombudsperson, the Faculty Affairs Officer should serve on the SIT and CIRT.	
c. In addition to an ombudsperson, the SIT and CIRT should formally add a community advocate who is attentive to the sensitivities of the population impacted/targeted in the event of a hate crime.	

3. Trainings. We have identified a series of trainings that are currently conducted for various campus stakeholders. From our research, there is minimal training conducted at the faculty/administrator level and trainings vary based on the stakeholder served.	
a. We recommend that a streamlined package of trainings be implemented. These include Title IX, Implicit Bias, Anti-Hate, Anti Racism.	* ARTF
b. We propose that these trainings be standardized and consistently administered to all campus stakeholders.	
c. We recommend that an ad hoc committee be convened to partner with Human Resources to evaluate various trainings to which we have access and which can be implemented immediately.	
4. Campus Climate Reporting	
a. A comprehensive annual report on campus climate be released to the campus community.	* These are items under the purview of the Vice Provost for DEI, and some of them align with recommendations from the ARTF. The Campus Pride Index is currently being implemented, and the results are expected by the end of April 2021; likewise, there is discussion of establishing an annual summit/forum in which the results will be shared more broadly.
b. The university completes the Campus Pride Index. There is a \$225 annual institutional membership fee. We recommend that the University obtain the membership and complete the related forms and share the results with the campus community.	
c. As part of the annual report on campus climate, we propose that a set of actionable goals for the upcoming year be set and progress against the previous year's goals be measured and shared with the campus community.	
5. Processes & Policies	
a. A streamlined process is created for changing one's name including preferred names in USD's systems.	The streamlined process is now in place in which one's name can be changed via a direct request to the registrar's office or through a request in my.sandiego.
b. The university adopt a pronoun initiative.	Resources on name and gender marker changes have been added to the website (https://www.sandiego.edu/lgbtq/resources.php). * However, the university has not adopted a pronoun initiative.

<p>c. The university provide a third option gender marker on all relevant forms.</p>	<p>* Because university systems vary on what they can accept, one barrier is the infrastructure of purchased programs. (For example, Oracle does not accept a third option. The new HR system does accept non-binary responses.) Another barrier is that federal reports still mandate binary answers.</p>
<p>d. The university adopt these standardized guidelines for designing gender inclusive forms as institutional expectations and that departments audit and correct existing forms.</p>	<p>The new guidelines for designing gender inclusive forms is available on our Title IX website. * The guidelines are currently opt-in and are not yet mandated.</p>
<p>e. The University Senate evaluate and update all policies to remove gendered language. We recommend starting with Policy 2.2.2 - Discrimination and Harassment.</p>	<p>On February 25, 2021 the University Senate approved an amendment that removes the gendered language, specifically, from Policy 2.2.2, but also from all policies in the USD Policy Manual. The approved amendment was approved by President Harris on April 6, 2021.</p>
<p>f. The University Senate partners with the relevant groups on campus to create a policy / procedure and related sanctions for hate speech on social media.</p>	<p>* ARTF</p>
<p>6. University Senate Standing Committee on Diversity, Inclusion, and Equity. We propose that the University Senate take a proactive approach to ensure that we have a safe and welcoming campus community where all feel included.</p>	
<p>a. The University Senate modifies its constitution and creates a new standing committee on Diversity, Inclusion, Equity, and Social Justice. This committee would monitor campus climate on an ongoing basis around a variety of topics. We propose the charge of this committee be fairly broad to address a host of issues around campus in the areas of diversity, inclusion, equity, and social justice.</p>	<p>On January 28, 2021 the University Senate approved (32-0-1) an amendment to its By-Laws in Policy 1.5 creating a new standing Committee on Diversity, Equity, and Campus Climate. The amendment was then approved (193-16-7) by a subsequent referendum. On February 28 President Harris sent his approval. The current Ad Hoc Committee on DEI will continue working throughout this semester, and the new standing committee will be constituted by May.</p>
<p>b. We propose that this committee liaise with leaders from the Associated Students Government (ASG), Law Student Council, Graduate Student Council to ensure that a campus wide approach which includes faculty and students is taken.</p>	<p>The new standing committee will address these items.</p>

c. We propose that this committee liaise with the Vice Provost for Diversity, Equity, and Inclusion and representatives from the different academic units	
d. We propose that the University Senate discuss and consider how staff voice is taken into account on matters of hate and acts of intolerance. This currently does not fall into the University Senate’s jurisdiction, however, a conversation is warranted because staff are one of the most vulnerable groups on campus often lacking the protections afforded to faculty members	
7. Accountability. Through our work, we found several process breakdowns in events from fall 2019 and complications and misunderstandings which ensued from a lack of transparency, a lack of streamlined process, and challenges with regards to implementation of procedures and protocols.	
a. We recommend that all groups on campus be held accountable to ensure that their policies and procedures are correctly implemented.	* The standing committee will liaise with the Vice Provost for DEI.
b. We recommend that breakdown in communications with victims be acknowledged and a process is put in place to ensure that this does not occur in the future.	
8. Frequently Asked Questions. A set of FAQs is provided at the end of this document. We recommend that these FAQs are published on the relevant university websites (Department of Public Safety, the University Senate, Student Affairs, Human Resources etc.)	
	These questions overlap with the above items and also with the work of the ARTF.

Additional issues and areas of work identified by the ad hoc committee:

In addition to aligning efforts with the Anti-Racism Task Force, the ad hoc committee is examining other entities, documents, and initiatives for ongoing and future work:

- Recommendations from the Gender, Sexual Harassment and Equity University Senate Ad Hoc Committee (May 2019)
- Proposal prepared by the University Senate Ombuds Committee (May 2019)
- Recommendations from the joint Provost/Senate Faculty Gender Equity Working Group (February 2020)
- Black Faculty letter (July 2020)

- Undergraduate Black Student letter (July 2020)
- Demands from Alliance of Disability Advocates (ADA)
(Potential needs assessment of students with disabilities at USD)
- Native American Graves Protection and Repatriation Act (NAGPRA)
- Initiatives focused on Anti-Asian Racism

Additional recommendations made by the ad hoc committee:

1. NAGPRA – It is imperative that USD create a policy, in a timely manner, in compliance with the federal Native American Graves Protection and Repatriation Act (NAGPRA). Given the expertise needed and the complexity of these policies at other institutions, we recommend that a part-time NAGPRA coordinator be hired to work with local tribal nations to draft the initial version of the USD policy. That version would then be reviewed by a committee that includes members from the Senate Committee on DECC, the Office of General Counsel, the Office of Tribal Liaison, local tribal nations, and other relevant areas and departments on campus.
2. Gender-inclusive strategies – In addition to the topics identified in section 3.a of the table above—Title IX, Implicit Bias, Anti-Hate, Anti-Racism—we recommend that gender-inclusive strategies be included among the trainings implemented for students, faculty, and staff.