SRSU Committee for Diversity, Equity, & Inclusion
Fall 2020 Report

Name: Savannah L. Williamson, Ph.D. Reporting Period: Fall 2020
Chair, Committee for Diversity, Equity, & Inclusion

1. Objectives

Support and improve intergroup relations and campus climate

Conduct research and assessment into the educational benefits of diversity, campus climate enhancements, and effective programming

Engaging student retention and graduation rates

Advise and implement diversity trainings and leadership development activities with faculty, staff, and senior leadership

Work with the Provost, Deans, Chairs, and Faculty to integrate diversity initiatives and projects into curricula

Restructure the Committee for Diversity, Equity, & Inclusion to include representation from all four campuses and fill all empty seats

2. What other objectives and tasks were planned for this reporting period?

The Committee met regularly, twice per month and as needed, September through November 2020

Promote positive relationships with Sul Ross faculty, staff, and students

Develop a Strategic Diversity Plan for submission in Spring 2021

3. What objectives and tasks were accomplished?

Support and improve intergroup relations and campus climate

- Developed cultural events calendar, shared with library and Office of the President

- University-wide newsletters, published ~every four to six weeks, announcing the establishment of ODEI and the ODEI Coordinator position, as well as their roles on campus

- Established social media accounts on platforms including Facebook, Instagram, and Twitter. Regular promotion of campus morale and community, as well as culturally related events and days of observance
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- 09 September 2020—Anti-Racism “Scholar Strike”/Teach-In
- 29 September 2020: Fall on the Mall, rep. Dr. Williamson
- October 2020: LGBTQIA+ History Month—promotion; sponsored employee Safe Space LGBTQIA+ Ally Training
- 13 October 2020: ODEI “Challenging Conversations Series: Lobos Confronting Domestic Violence”, co-sponsored by the Honors Club, in promotion of Domestic Violence Awareness and Prevention Month

Engaging student retention and graduation rates—ongoing
- Social Media promo and outreach
- SRSU Lactation Room (LH205) open for 2020-2021 academic year
- Begin strategic planning for a university-wide diversity proposal
- Use NSSE and Campus Climate Survey data to determine needs and path to improvement at SRSU
- “My Culture is Not a Costume” Initiative
- Campus Climate Survey Action Plan—Dr. Williamson created a Diversity Certificate with three levels of certification based on degree of engagement; students may repeat the program for up to three certificates. This opportunity is also available to staff as professional development opportunity.
- Dr. Williamson trained 14 employees as campus Safe Space LGBTQ+ Allies
- In progress: Developing a Diversity Certificate for SRSU faculty. This faculty-diversity program will differ in that it will include proven pedagogy and classroom tips.

Advise and implement diversity trainings and leadership development activities with faculty, staff, and senior leadership—
- Developing employee professional development plan as part of strategic planning
- Strategic Diversity Plan in progress (draft submission anticipated Spring 2021)

Promoted positive relationships with Sul Ross faculty, staff, and students
- Issued statement in support of all members of our campuses and community, particularly Black and African American individuals, at a time of heightened racial tensions.
- Individual faculty outreach
Recruitment across campus with students, faculty, deans

Maintained accurate, up-to-date participant files, database records, financial files, and office records

- Created a SharePoint drive for the Office of Diversity, Equity, & Inclusion
- Created a SharePoint drive for the Committee for Diversity, Equity, & Inclusion

4. What objectives and/or tasks were not accomplished?

- Strategic Diversity Planning is ongoing.
- Sully Statue policy approval pending.
- Some November events were cancelled due to covid-19 and public health concerns
- All committee members have yet to meet as one body due to size and conflicting schedules (meeting minutes and recordings are posted in the committee SharePoint drive)
- Final committee seat filled late--December 2020.

5. Social Media, Fall 2020:

- Facebook (@SRSUDiversityInclusion)
  - 99 followers, average 221 reached/month, average 192 engagements/month

- Instagram (SRSU_DiversityInclusion)
  - 162 followers

- Twitter (@ SRSU_Diversity)
  - 12 followers

Chair’s Signature: [Signature] Date: 11 December 2020