

UNIVERSITY SENATE ANNUAL COMMITTEE REPORT

Committee Name: Senate Diversity Committee 2016-17

Number of Meetings Held this Year: 9

Committee Chair: Jeanne Lewis

Committee Members: (list here)

Lisa Abrams	Rachel Shapiro	
Israel Laguer	Karen Stesis	
Julie Mallory	Tomas Varela	
J T Mills	MaryBeth Walpole	
Babis Papachristou	Denise Williams	
Nadia Rahin		
Seran Schug		
Timothy Schwarz		

Purpose of/Charge to Committee:

Monitors diversity throughout all areas, and for all members of the Rowan University community, with special attention to issues of social justice; recommends practices and policies that will enhance diversity at Rowan, and assists in the development and establishment of such practices and policies.

Summary of Activities this Year:

1. Revisited the 2010 GAP Report of the Educational Trust Fund and Rowan's GAP status with Dr. MaryBeth Walpole, College of Education.
2. Held the ***Open Minds and Shared Voices Forum***. To elicit thought-provoking and insightful, civil discussions, in the spirit of "we can agree to disagree", regarding the 2016 post presidential election results.

3. Invited panelist Mike Cantnor, Assistant VP of Public Safety and Emergency Management, Reid Latent; Nyssa Taylor, Title IX Coordinator, to address/discuss ***Timely Warning and Immediate Notification Language/ Policy, Clery Act and Title IX.***
4. Sponsored the ***4th Annual Excellence in Diversity Awards Ceremony/Dinner***, for Faculty, Professional Staff and Students.
5. Reviewed research and draft of a proposed ***transgender bathroom policy statement*** developed by Dr. Rachael Shapiro, Assistant Professor, Writing Arts department, for future institutional approval.
6. Established Diversity related events/activity calendar (developed by Nadia Rahin and Karen Stesis (2016-2017 Diversity Committee members).

-use additional pages if required

-Do not include suggestions & recommendations with this report - use separate form for recording purposes

UNIVERSITY SENATE ANNUAL COMMITTEE
SUGGESTIONS & RECOMMENDATIONS

2016-17

SUGGESTIONS/RECOMMENDATIONS

1. Diversity Committee should continue review and research regarding **faculty/staff hiring practices**. We are concerned that diversity in faculty/professional staff is not representative of student population.

2. The Diversity Committee should follow-up with review/proposal for official institutional transgender bathroom statement. Also, the Diversity Committee will develop 'open voice' opportunities for LGBTQ faculty/staff to discuss concerns and issues the committee.
3. The Diversity Committee should explore the establishment of the Green Dot program for students experiencing persecution, and discrimination. To provide education on the ways that bystanders and witnesses can act to support faculty, staff, and students who are being hurt or abused.
4. The Diversity Committee should engage in research on developing ways to promote listening, acknowledgement, and understanding by the administration, faculty, staff and students regarding issues related to discrimination, marginalization and safety.
5. The Diversity Committee should explore the idea of building mentorship and support systems for underrepresented groups.
6. The Diversity should explore the use of Rowan's Art Gallery, as a space for multi-media installation of various expressive arts and narrative projects about diversity on Rowan's campuses.
7. The Diversity Committee should maintain the diversity related calendar of campus events/activities developed by Nadia Rahin and Karen Stesis (2016-2017 Diversity Committee members); with committee members rotating coverage/support.
8. The Diversity Committee should revisit the **2010 and 2016 GAP Report of the Educational Trust Fund** – with Dr. MaryBeth Walpole and Dr. Rory McElwee, with special attention given to Rowan's GAP status, and anticipated improvement variables and future suggestions.
9. The Diversity Committee should invite Dr. Newell to discuss/address the university's commitment to diversity and developing a cooperative relationship for future diversity initiatives.
10. The Diversity Committee, because of student award opportunities, should continue to be the sponsor of the Excellence in Diversity Award Celebration.

Further: The committee should organize a sub-committee to address the need for a 'Diversity Budget' to include, but not be limited to the Excellence in Diversity Awards, such as various kinds of functions or activities (guest lecturers/speakers, etc.)