

UNIVERSITY SENATE
ANNUAL COMMITTEE REPORT 2019-20

Committee Name: Senate Diversity Committee

Number of meetings held this year: 4

Committee Chair: JT Mills

Committee Members: (list here)

Barnes, Adrian	Faculty or Professional Staff
Budmen, Rachel	Faculty or Professional Staff
Farrar, Shirley	Faculty or Professional Staff
Han, Ai Guo	Faculty or Professional Staff
Dusk, Chie	Faculty or Professional Staff
Higgins, Joseph	Faculty or Professional Staff
Lierman, Ashley	Faculty or Professional Staff
Monroe, Alicia	Faculty or Professional Staff
Shapiro, Rachel	Faculty or Professional Staff
Stesis, Karen	Faculty or Professional Staff
Walpole, Marybeth	Faculty or Professional Staff

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:

The resolution: Diversity & Inclusion Councils across all Disciplines and Departments at Rowan University -Passed

The resolution: Expansion of Lactation Stations across the main campus of Rowan University. Passed.

The Resolution: to have the university officially/publicly acknowledge Indigenous Peoples' Day 2020- Passed

Conducted the 7th Annual Excellence in Diversity Awards Ceremony for faculty, staff, and students as part of the SJICR Diversity and Inclusion Week.

Excellence in Diversity for Scholarship-Dr. Deneen Hendrick; Nominator Rueben Britt and Dr. Alicia Monroe

Excellence in Diversity for Group Project-Rosa Parks Luncheon Committee; Nominator Dr. Alicia Monroe and Julie Peterson

Excellence in Diversity for Social Activism-Ricardo Dale; Nominator Dr. Alicia Monroe

Invited Dr. Michael Kantner to discuss student and campus issues surrounding policing (the October 1st stop of a Rowan student on our campus by Glassboro Police Department).

Invited Dr. Jocelyn Mitchell-Williams who discussed the diversity initiatives at the Cooper Medical School.

Invited Dr. William Friend to discuss the proposed Search Advocates that would include faculty and staff.

Supported programming within the Office of Social Justice, Inclusion & Conflict Resolution

SUGGESTIONS & RECOMMENDATIONS

Suggestions:

The Diversity Committee suggests that the university develop and market a comprehensive Transgender Student Services plan that includes changing rooms at various sites on all campuses.

The Diversity Committee should revisit the “Voices of International Students Panel (2017)” to gauge that populations needs and develop practices in conjunction with the Office of International Student Affairs and the Multicultural Center-SJICR.

Each year, the Committee continues to be concerned about the data gathered indicating problems in Rowan’s graduating and retaining students of color. A suggestion is to hold at least one joint meeting during FY19-20 with the Senate Retention Committee to review progress, and brainstorming additional strategies necessary to decreasing the gap.

Recommendations:

The Diversity Committee recommends that the preferred name policy be expanded to include a *Preferred Title Policy*.

- “A married student may wish to be known as “Mrs.” instead of “Ms.”, for example, and nonbinary students sometimes prefer the title “Mx.” (pronounced “mix”), as they do not feel that either “Mr.” or “Ms.” suits them.
- As the university has adopted a Preferred Name Policy, I believe we should also adopt a Preferred Title Policy, which students can be set on a web form when students filling out their information, and which could be included on class lists, so they don't feel like they have to fight an uphill battle every day being recognized for who they are. It would make the university more inclusive, and students who don't fit the usual categories wouldn't feel left out.”

The Diversity Committee recommends that a *Preferred Title* clause be included in all academic syllabi.

The Diversity Committee recommends that all new constructions include lactation stations and gender-neutral bathrooms.

The Diversity Committee recommends the development of an *SJICR Fellow* who would complete a relevant scholarly/creative project centered on social justice and equity that will support a special honors course and also benefit the Rowan community.