

DRAFT: College of Arts and Sciences Report and Action Plan on Diversity, Equity, and Inclusion

June/July 2020

The College of Arts and Sciences is committed to learning and working environments that are diverse, inclusive, and equitable across its 19 departments and for its 471 faculty, 174 staff, 940 graduate students, and 5406 undergraduate students. We are committed to clear and transparent communication and to connecting values to action items as critical in moving towards more equitable and anti-racist practices for all stakeholders both in the short and long-term.

This brief preliminary report provides information on ongoing and planned efforts towards equity and anti-racism in the College's multipronged approach. The goal of these efforts is to embed diversity, equity, and inclusion across initiatives and practices to support a sense of belonging and ensure the success of all stakeholders. For the sake of brevity and transparency, below is a list of initiatives up to now, followed by a list of areas being considered in part as a result of the ideas shared during the Faculty, Staff, and Graduate Student Townhall and the Graduate Student Forum in June 2020.

We welcome ideas and feedback sent directly to cristina.alcalde@uky.edu

You may also submit your comments, suggestions, and recommendations through https://uky.az1.qualtrics.com/jfe/form/SV_0TffJ4xHHR0jqD3

What has been done so far?

Selected Actions and Initiatives

Structural and Programmatic

- In Spring 2018, the College created a new position, Associate Dean of Inclusion and Internationalization, to strengthen its work on diversity, equity, and inclusion.
- A new BA degree in African-American and Africana Studies. Check out the AAAS program here: <https://aaas.as.uky.edu/>
- African-American and Africana Studies Cluster hire of 7 African-American faculty during 2019-2020 and 5 African-American faculty during 2020-2021. Participating departments include Anthropology, English, History, Gender and Women's Studies. Additional hires outside the cluster resulted in 5 additional African-American faculty members joining the College across departments. Check out more information about and areas of research resulting from the cluster hire initiative here: <https://uknow.uky.edu/campus-news/uks-new-faculty-hires-taking-african-american-africana-studies-next-level>
- Latinx cluster hire initiative resulting in 2 Latinx Studies faculty hires across departments (History and Hispanic Studies). Hiring outside the cluster resulted in 1 additional Latinx faculty member joining the College during 2019-20. Learn more about the cluster hire initiative here: <https://hs.as.uky.edu/college%E2%80%99s-new-latinx-professors-reach-out-students-similar-heritage>
- Creation of College Diversity and Inclusivity Committee, including faculty, staff, and students. Elected members listed at <https://www.as.uky.edu/inclusivity-committee>
- Lunchtime Series on Inclusivity and Diversity in the Classroom. Topics have included race and migration; science and evolution; empathy; linguistic diversity; problematizing

the concept of civility; and diversity and inclusivity syllabi statement. For more information, please visit <https://www.as.uky.edu/lunchtime-series-diversity-and-inclusivity-classroom>

- Creation of A&S Inclusion and Diversity webpage. Please visit us at <https://www.as.uky.edu/diversity>
- Creation and expansion through collaboration with the OID of a new Inclusive Excellence Book Club. Book Club is university-wide. Eight books have been distributed since its inception, including *Presumed Incompetent*, *Born a Crime*, *Whistling Vivaldi*, and *How to be an Anti-Racist*. Check out the website at <https://www.uky.edu/inclusiveexcellence/inclusive-excellence-book-club>
- A&S involvement and leadership in Faculty and Staff Affinity groups. More information here: <https://www.uky.edu/inclusiveexcellence/employee-affinity-groups>
- Annual College-wide Passport to the World programming, focused on inequalities, racism, and equity for past two years. For 2018-2019, programming focused on “Year of Migration.” For 2019-2020, programming focused on “Year of Equity.” Check out the website here: <https://passport.as.uky.edu/>
- During 2019-2020, applied for and received “China into Colleges Grant” funding from Confucius Institute, for programming on “Imagining Chineseness: Cultural Exchange, Exclusion, and Beyond” proposal (programming to take place 2020-2021).
- Development of new Faculty Exchange Program with Universidad San Francisco de Quito to contribute to inclusion efforts internationally. More information at <https://international.uky.edu/news/partnerships-research/faculty-exchange-brings-ecuadorian-experiences-and-research-uk>
- College sponsorship and support for the strengthening or exploration of area studies groups in African Studies, Asian Studies, European Studies, Latin American, Caribbean, and Latinx Studies, and Middle East Studies.

Faculty Recruitment, Retention, Evaluation, and Development

- Required inclusivity statements from all candidates for faculty positions, accompanied by required search committee meetings with Associate Dean of Faculty and Associate Dean of Inclusion and Internationalization.
- Revised annual faculty evaluations (FMER) that embed diversity, equity, and inclusion in each section.
- Written policy for Target of Opportunity hiring process.
- Faculty Inclusion Fellows Program, to support faculty-led inclusivity initiatives across the College. Inclusion Fellows have included faculty from Anthropology; Center for English as a Second Language; Biology; English; Geography; History; Linguistics; Mathematics; Modern and Classical Languages, Literatures and Cultures; Physics; Psychology; Statistics. To find out about funded projects, visit <https://www.as.uky.edu/faculty-inclusion-fellows>
- Annual A&S Award for the Promotion of Diversity and Inclusion for faculty. A list of awardees can be found at <https://www.as.uky.edu/diversity/award-promotion-diversity-or-inclusion>

- Organized “Reimagining Leadership: The Courtship of Change” interactive seminar on women of color and leadership, by Dr. Carolyn Hodges and Dr. Olga Welch, Fall 2019. Co-sponsored by Office for Faculty Advancement, College of Arts & Sciences Year of Equity, Gatton College of Business & Economics, and Office of Institutional Diversity.
- College Sponsorship in Feast on Equality, to support Office of LGBTQ* Resources.
- Regular Sponsorship of events throughout the College, within and across departments and programs, and university-wide, connected to diversity, equity, and inclusion.

Staff Development and Support

- Staff representation on new College Diversity and Inclusivity Committee
- Unanimous vote to develop new Staff Award for Promotion of Equity, Diversity, and Inclusion (Inclusivity Committee, Spring 2020)
- Passport to the World, Inclusive Excellence Book Club programming
- Affinity Groups for Faculty and Staff
- “Reimagining Leadership: The Courtship of Change” interactive seminar on women of color and leadership, by Dr. Carolyn Hodges and Dr. Olga Welch, Fall 2019. Co-sponsored by Office for Faculty Advancement, College of Arts & Sciences Year of Equity, Gatton College of Business & Economics, and Office of Institutional Diversity.

Graduate Education

- In Spring 2020 the College separated the Associate Dean of Research and Graduate Studies role into two separate positions. To strengthen work on graduate education, a separate Associate Dean of Graduate Studies position was created.
- Online Graduate Certificate in Diversity and Inclusion, launched Fall 2019. Find out more at <https://di.as.uky.edu/>
- Graduate Inclusive Pedagogies Initiative. Multi-unit collaboration among the College of Arts and Sciences, the Graduate School, the Office of Institutional Diversity, and the Center for the Enhancement of Learning and Teaching. consisted of small cohorts (one faculty mentor, five to six graduate students) working together on a self-defined project to improve inclusivity in the classroom throughout the course of an academic year.
- Collaboration with Center for Graduate and Professional Diversity Initiatives to launch a book discussion for graduate students on *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, Spring 2018.

Undergraduate Education

- Race and Ethnicity Course requirement. Passed in College Spring 2020, awaiting approval by Undergraduate Council and Senate. Requirement ensures every undergraduate enrolls in a class that centers meanings, processes, and connected practices of race, racism, and racialization during their undergraduate studies.
- STEM Recruitment Event for Underrepresented Undergraduate students, Spring 2020
- Undergraduate Diversity Recruitment Event, Spring 2020

- Annual recruitment outreach to under-represented admitted students, to provide information on diversity, inclusion, resources.
- Sponsoring College, with the Office of LGBTQ Resources, for the new Audre Lorde LLP. The LLP is a social justice community focused on advocating for historically marginalized identities, specifically minoritized races, sexual orientations and gender identities.

In addition to the areas, commitments, and practices listed above, for 2020-2021 the College of Arts and Sciences plans to focus on following action items (please see below):

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DEI Action Item	Objective	Progress (In Progress/ Not Yet Started) and Timeline	Notes
Structural and Programmatic			
DEI departmental plans, with action items and timeline	<p>Improve departmental climate for faculty, students, staff; improve faculty retention</p> <p>Involvement beyond “usual suspects” in DEI efforts</p> <p><i>Examine curriculum, faculty, staff, student, mentoring and professionalization policies and philanthropy plans to make department-specific action plans to reflect DEI as value</i></p>	<p>In progress; Compilation and distribution of resources summer 2020; in-progress booklet; Each draft departmental plan to be submitted to College Fall 2020 or Spring 2021; Departments to begin implementation of plans Spring 2021/Fall 2021, will vary by department and needs.</p> <p>Department-led; support from College as needed Connected to Annual A&S DEI in Leadership Retreat</p>	College booklet with resources, available through A&S DEI webpage; needs and plans will vary by department; connected to DEI leadership retreat
<p>Annual A&S DEI in Leadership Retreat; to include discussion, review of DEI departmental plans</p> <p>[Dean, ADs, Chairs, Directors, DGS, DUS, Exec Committees at College and departmental level]</p>	Embed DEI into leadership practices and accountability; Ensure those in leadership positions promote and model values of DEI.	Not Yet Started	Separate retreat from the annual Chairs retreat, to include broader representation from each department; initial ones to focus on departmental DEI plans and College DEI plans.
College-level Faculty Mentoring Program	Support and Retain Faculty	In-Progress; College Mentoring Committee formed Fall 2019; report to College submitted June 2020; report discussed in Dean’s Office June/July 2020; Next steps based on	Mentoring action plan based on committee report; regular review of College-wide and department

		report to be identified summer/early Fall 2020	level mentoring programs once implemented; Lecturers, Assistant, Associate Professors
Department-level Mentoring Program	Support and Retain Faculty	In Progress; varies by department	Each department to have an active mentoring program for Lecturers, Assistant, Associate Professors
College-level Women of Color Leadership Program	Challenge institutional whiteness; Recruit, Retain, and Support BIPOC faculty and prepare for leadership positions in higher ed; Expand Opportunities for Women in Administration	Not Yet Started	Collaborate with OFA and OID; Explore possibility of parallel staff program
Commonwealth Institute for Black Studies	Recruit, Retain, and Support BIPOC faculty and students; focus on expanding Black Studies and support for Black faculty and students, as well as educating all about Black Studies	In Progress; will benefit entire university and broader community; housed within AAAS in A&S; support sought for research and support budget for faculty, students, and community engagement from central administration and across Colleges	Internal- and external-facing research arm that provides broad-based support for the development of scholarship on the Black experience throughout the university
AAAS Online Graduate Certificate in Black Studies	Diversify curriculum, educate about racism and racialization; retain faculty and students	In Progress; discussions started; first Steps planned for Fall	The existing Diversity and Inclusion Online Certificate includes some courses that could also count

			for this certificate; courses in this certificate could similarly count for Diversity and Inclusion Certificate and Liberal Studies Certificate
Conduct Stay Interviews with underrepresented faculty	Support and retain faculty; identify areas to be developed/action items	In Progress	Pilot planned for Spring 2020 but postponed to Fall 2020 due to pandemic; Use findings to identify additional priority action areas; collaborate with OFA to also analyze existing exit interview data.
Develop Linguistic Bias and Discrimination Workshop for Faculty and TAs	Improve climate for faculty, students, staff; improve retention	Not Yet Started; focus on linguistic variation and accent bias	Lunchtime Inclusivity Series Session on this topic showed significant interest within College for this, and need; work with Linguistics Department to develop; Department DEI Resources College Booklet also includes section on linguistic bias
Develop new sources of support for A&S	Recognize, support, and value research on racism	In Progress	College representation on university-

research on racism, anti-racism	and anti-racism across disciplines		wide VPR meetings about this; possible interface with VPR programs for minority and underrepresented postdocs and VPR's existing lunch & learn series
Create explicit DEI goals for College <i>and</i> departmental philanthropy efforts (can be part of departmental DEI plans)	Align fundraising efforts to College and department DEI commitments, goals, and values	Not Yet Started	Can explore and prioritize scholarships, endowments, named Chairs and Professorships specifically aligned with anti-racist commitments
Syllabus Inclusivity Statement	Inclusive teaching and learning spaces, in line with university and College stated values	In Progress; Graduate Inclusive Pedagogies group drafted statement Spring 2019; Lunchtime Inclusivity Series discussion Spring 2020; Inclusivity Committee discussions and revisions Spring 2020; Communication with Senate committee Summer 2020; a syllabus statement is being considered by Senate, Summer 2020	After College discussions, contribute to Senate-level discussions on this
Expand Search Committee Engagement with Inclusive Excellence and Anti-Racist Practices	Challenge institutional whiteness; Recruit, Retain, and Support BIPOC faculty	In Progress	Collaborate with UK Director of Inclusive Excellence and Diversity Education to ensure university plans

			and resources complement A&S plans and commitments
College-level Climate Surveys	To gather data on climate for students, faculty, and staff to assess climate and identify and address action areas	Not Yet Started; Exploratory discussions started Spring 2020 A&S Inclusivity Committee and with OID Director of Institutional Engagement about possibility and availability of resources	Collaborate with Office for Institutional Diversity; potentially for Spring 2021
Rankin Faculty Inclusion Fellows	Enhance UG inclusive teaching and learning spaces, in line with university and College stated values and priorities	In Progress; Faculty Inclusion Fellows initiative started in 2018; funds to focus specifically on inclusive pedagogies and teaching starting Fall 2019	In discussion with donor, funds from Rankin fund are available for Faculty Inclusion Fellows Initiative; 2020-21 Fellows will be Rankin Inclusion Fellows
Revision of Faculty Award for the Promotion of Diversity, Equity, and Inclusion	Challenge institutional whiteness; Recruit, Retain, and Support BIPOC faculty	In Progress; Started by Inclusivity Committee	To better reflect priorities, values, and practices in College; to provide more insightful guidance for nominations
Faculty Exchange Program with University of the Western Cape, South Africa	Further develop DEI and Global South partnerships in internationalization realm	In Progress; Agreements discussed and drafted 2019-2020	Prioritize DEI topics, and knowledge-production and learning through partnerships with institutions in Global South; modeled after USFQ

			(Ecuador) Faculty Exchange started 2019- 2020
Redesigned Passport to the World Programming for 2020-21: Global Perspectives on Race and Equity During Times of Pandemic	Commitment to anti-racism and DEI in internationalization	In Progress; MLK Center-A&S series on Race and Equity globally in planning stages, summer 2020; Collaboration discussions with Confucius Institute, summer 2020; possibility of film series being explored, summer 2020	Virtual with possibly some in-person programming; Prioritize minoritized guest speakers; Collaborate with MLK Center, Confucius Institute, and area studies groups on Race and Equity panels for students; collaborate with International Village and new Film Studies
Implement programming for “Imagining Chineseness: Cultural Exchange, Exclusion, and Beyond,” with grant from Confucius Institute, to speak to anti-racism and anti-xenophobia	Educate about racism and racialization; Commitment to anti-racism and DEI in internationalization; Recognize, support, and value research on racism and anti-racism across disciplines;	In Progress; two events, one keynote speaker and one panel (3 guest speakers) being planned for Spring 2021	Initial communication with keynote, summer 2020
Explore collaborative initiative with College of Medicine to develop Inclusivity Modules for Medical Professionals	Ensuring faculty, staff, students and broader community have access to inclusive spaces in healthcare	Not yet Started; exploratory discussions started summer 2020	Modules to include Trans and gender pronouns information
Collaborate across SEC to identify recruitment, retention, programming possibilities across SEC connected to DEI	Challenge institutional whiteness; Recruit, Retain, and Support BIPOC faculty	Not yet started; exploratory discussions across SEC A&S Colleges summer 2020	Could include possibilities for postdocs, database of new PhDs, etc

Engagement and Communication			
<p>Regular A&S Townhalls</p> <p>A&S Townhall for Faculty and Staff every semester</p> <p>Forum for Graduate Students</p> <p>Forum for Undergraduate Students</p>	<p>Improve communication and shared goals between College leadership and Faculty, Staff, Graduate and Undergraduate Students</p>	In Progress	<p>Determine minimum frequency, general agenda and goals; create action items resulting from each meeting and report these to College; begin townhalls by addressing progress on action items, include time for seeking input on current and future action items</p>
<p>Improvements to A&S website to streamline communication, accessibility, DEI priorities and policies</p>	<p>Improve accessibility and communication about College initiatives and resources to A&S community, embed DEI efforts</p>	In Progress	<p>Work with Hive</p>
<p>Create mechanism to solicit input about concerns and suggestions for Inclusivity Committee more widely</p>	<p>Center DEI in College and increase involvement of and communication with and among faculty, staff, graduate and undergraduate students</p>	In Progress	<p>Possibility: Create form to be sent out at the beginning of every semester, soliciting input on agenda items for issues for the committee to consider; create report at end of each year</p>
<p>Feature and make more accessible anti-racist scholarship and resources within College</p>	<p>Recognize, support, and value research on racism and anti-racism across disciplines</p>	In Progress	<p>A&S anti-racism webpage and CESJ collecting scholarship</p>

			(A&S webpage links to it)
Identify channels for and establish regular communication with Campus Police and Lexington Police about policing practices and impact on A&S community/feedback, anti-racism	Align communication efforts to College DEI commitments, goals, and values	Not Yet Started	Need to determine existing forms of engagement, and next steps to develop plan of communication and engagement
Monthly International Newsletter to maintain communication with and about well-being of international students and partners during pandemic	Develop additional ways to recognize and value international undergraduate, graduate students and challenges they may face during and post-pandemic; facilitate communication with international partners	In Progress; A&S International Check-In e-newsletter sent out monthly starting March 2020	During Pandemic; explore possibility to revise and continue post-pandemic conditions
Graduate Education			
LTJ Fellowship Revisions Proposal	Recruitment and Retention of BIPOC graduate students	In Progress	
Build More and Better Student Recruitment Practices and Pipeline	Challenge institutional whiteness; Recruitment of BIPOC graduate students	In Progress	Need to create better partnerships with minority serving institutions, for recruitment; need for review of College and department recruitment policies and practices
Graduate Student Listserv	Direct communication with College	In Progress	
Explore possibility of required graduate-level course on Race and Ethnicity/Anti-Racism	Challenge institutional whiteness; Recognize, support, and value research on racism and anti-racism across	Not yet started	Could parallel efforts for R&E requirement at UG level; identify models

	disciplines; Recruit, Retain, and Support BIPOC Students		in other institutions
Block Funds specifically for underrepresented Students	Recruit, Retain, and Support BIPOC Students	Not Yet Started in some depts; In Progress in others	Determine responsibility of College , and responsibility of departments
Mentoring Program for Graduate Students	Recruit, Retain, and Support Graduate Students	Not Yet Started	Need to determine if faculty or peer mentoring, or combination of both; need models and best practices
Explore possibility of creating more College-level spaces and programming for graduate students of color and first-generation graduate students	Recruit, Retain, and Support BIPOC Students	Not Yet Started	One Faculty Inclusion Fellows project focused on this during 19-20; one Fellow will focus on this during 20-21
Graduate Student Award for the Promotion of DEI	Recognize and value DEI efforts in all areas of A&S	In Progress	On agenda of Inclusivity Committee for 2020-2021
College-level advocacy in the areas of stipends, well-being, and benefits for graduate students university-wide, acknowledging precarity of specific groups of students	Recruit, Retain, and Support Students	In Progress	Explore additional ways for College to advocate for university-wide changes to benefit graduate students; first-generation graduate students, graduate students of color (including international students) are disproportionate

			ly affected by the low stipends and resulting financial precarity
College-level advocacy for the inclusion of a unit on unconscious bias and race in the Graduate School's TA/new graduate student orientation	Challenge institutional whiteness; Recognize, support, and value research on racism and anti-racism across disciplines; Recruit, Retain, and Support BIPOC Students	Not yet started/In-Progress	Graduate Inclusive Pedagogies initiative (2018-19) provides one model for collaboration w/ Grad School that included these topics, ideas
Clarify and Create Statement of Policies and Procedures for Graduate Student Concerns concerning DEI issues at a) College Level and b) Department Level	Sustain inclusive environments; Recruit, Retain, and Support BIPOC Students; challenge institutional whiteness	Not yet started	Discussion and Clarification of departmental and College channels and guidelines for raising questions, challenges, and concerns connected to DEI; statement and organizational chart possibility
Undergraduate Education			
Race and Ethnicity Course requirement	Educate about racism and racialization; Recruit, Retain, and Support BIPOC Students; challenge institutional whiteness	In Progress	Can increase the visibility of R&E courses by featuring R&E courses on College and advising websites.
Expand Opportunities for Social Justice and anti-racism practices	Align community engagement efforts in UG education to College DEI commitments,	Not Yet Started	Inventory of Existing Practices; Possibility of

through Lexington community	goals, and values; provide students with additional opportunities for social justice and anti-racist engagement		CESJ as central hub
Explore possibility to develop module on classroom climate and DEI in classroom	Increase inclusivity in classroom, educate students about DEI; take steps to protect faculty from harassment and bias in classroom	Not Yet Started	Collaborate with CELT, OID
Explore possibility of new A&S course number for current topics courses related to DEI and social justice	Curriculum to reflect DEI issues and values as these impact current topics	Not Yet Started	Would allow faculty to offer courses with wider appeal beyond department and students to have regular offerings on current issues; could help lower requests for separate, individual independent studies on these topics
Undergraduate student award for the promotion of DEI	Recognize and value DEI efforts in all areas of A&S	In Progress	On agenda of Inclusivity Committee for 2020-2021
A&S Shoulder to Shoulder Brigade Scholarships for undergraduates	Expand education abroad opportunities and support for low-income and minoritized students; Further develop DEI and Global South partnerships in internationalization realm; Recruit, Retain, and Support BIPOC Students	In Progress; endowment funds to offer \$500 scholarships to A&S students	STS Brigades bring together social justice, community engagement, various DEI issues. They were cancelled due to pandemic so those selected could not go; will revise process and call

			for applications in preparation for re-start of ed abroad programs
Virtual Shoulder to Shoulder Brigade Internship/Experience	Expand education abroad opportunities and support for low-income and minoritized students; Further develop DEI and Global South partnerships in internationalization realm	In Progress; First run planned for late summer 2020; Virtual EA internship program based with central themes on social justice; building modules on racism, anti-racism to contribute to initiative	Collaboration with EA; A&S is part of committee developing this
Focused Recruitment Outreach to Under-Represented Admitted Undergraduate Students to Provide Information on Available Resources and Support	Recruit, Retain, and Support BIPOC Students	In progress	
MLK Center-A&S Collaboration on Global Perspectives on Race and Equity Panel Discussions	Recruit, Retain, and Support BIPOC Students; Extracurricular activities to reflect DEI issues and values as these impact current topics	In Progress	Develop as part of Passport to the World programming for 2020-2021
Increased College-level advocacy for improved recruitment and retention of minoritized students at the University-level	Recruit, Retain, and Support BIPOC Students	In Progress	Examine and advocate for strengthening recruitment practices and retention of underrepresented students
Inventory of BIPOC Undergrad student organizations, to identify ways to further include their input in DEI UG realm	Recruit, Retain, and Support BIPOC Students	Not Yet Started	Identify UG BIPOC student organizations, particularly with A&S faculty advisors; identify ways to

			receive more input on DEI issues from BIPOC student organizations
Other areas			
Contribute to university-wide discussions to advocate for increase BIPOC and LGBTQ Counselors for Graduate and UG Students	Improve and increase accessibility of mental health services for Grad and UG students of color, LGBTQ+ students; Recruit, Retain, and Support BIPOC Students, Staff, and Faculty	In Progress; Begin advocating for this during summer	A&S representation on university committee on graduate student well-being; committee headed by Vice Provost Larry Holloway; Ensure Psychology can provide input on these discussions and plans
Organize 1) anti-Blackness among Latinx populations and 2) solidarities and shared histories among Black and Latinx populations discussions through Latinx Affinity Group	Commitment to anti-racism and DEI	Not Yet Started	
Lactation room for Students, Staff, and Faculty	Increase family-friendly policies and spaces within College	In Progress; one potential space identified/being explored.	Determine location, #, resources needed
Gender-neutral and accessible bathrooms	Commitment to inclusivity and accessibility	Identify and make plans to advocate for increasing within College	Consult departmental DEI plans as well to identify needs; advocacy; work with facilities and centrally