

DAC Report to CLA Senate
March 22, 2016
Wei Hong, Chair

DAC activities from Fall 2015 to Spring 2016

- **Mission Statement:** The College of Liberal Arts Diversity Action Committee will improve the climate for diversity in the college by advising the Dean on diversity issues, proposing strategies for creating more diversity, supporting diversity efforts in departments and units, and cooperating with University offices and corresponding committees in other schools and colleges.
- The committee updated the diversity website to include our vision, added a link to the University's report mechanism for hate and bias incidents, a list of diversity programs in CLA and the campus, and faculty/staff organizations related to diversity. CLA and University diversity events are also listed. Anyone interested in diversity data can check the CLA statistical profile of faculty, staff and students in CLA.
- Members of the DRT attended annual University's Diversity Action Councils meeting.
- The committee facilitated Dean's meetings with underrepresented minority faculty, staff, graduate and undergraduate students to discuss issues and improvements in CLA. Small focus group meetings will continue.
- The DRT created a blog "What are you doing for others?" to define "doing" as educating each other on how to interact with diverse groups, as a way to celebrate Martin Luther King Jr. Day.
- The committee conducted diversity interviews with candidates for CLA department heads in SIS and Sociology and made reports to the Dean.
- Future initiatives: We are working on creating a monthly calendar noting religious and cultural holidays. Our chair will make an annual report to the CLA senate about our activities. We are investigating the possibility of a survey about micro-aggressions followed by a panel discussion.