

Discussion of Diversity, Equity and Inclusion Standing Committee at the GSBS Faculty Meeting on 9/9/2021

- Proposed Faculty By-Law Addition – Diversity, Equity and Inclusion Standing Committee
 - We are proposing a create a new GSBS standing committee that will provide oversight for DEI concerns.
 - We presented this addition to the Executive Committee and we received the appropriate number of sponsors to present this addition to the faculty bylaws to the GSBS faculty at-large.
 - Proposal:

The GSBS Committee for Diversity, Equity, and Inclusion shall consist of members from the GSBS community: students, faculty, and staff. The committee will be comprised of members from each parent institution. The committee will meet at regular intervals as determined by its members, but shall meet no less than twice in an academic year. The committee will include ad hoc members (less than 25%), including individuals external to the GSBS and/or parent institutions, as determined necessary to meet the goals. All membership will be approved by the GSBS Dean's Office.
 - The primary goal of the committee will be to ensure that the GSBS creates and maintains an environment that is inclusive and equitable for GSBS students maximizing their success. Duties of the committee shall include but are not limited to: regular assessment of the community, establishing impactful training and programming for the community, reviewing GSBS data and setting benchmarks, surveying GSBS policies and mission and making recommendations to the Deans.
 - Reasons for adding as an official committee:
 - Outcome from Climate Survey was to create a task force
 - Provides a school complement to the UTHealth DEI council for more streamlined communication and implementation of DEI efforts
 - Dedicated committee for DEI efforts that can provide useful feedback, innovations, checkpoints for the Dean's office
 - Until the committee can be an official standing committee of the GSBS, it will be held as an ad-hoc committee.
 - We are currently finalizing the faculty and student members that will serve on the committee for this year. Ideally, there will be three to four faculty, students and staff.
 - Outside members would be determined by the committee based on special expertise and would serve as an ad-hoc member.
 - The Committee will look at data - nationally, state, our climate survey/GSBS data to determine programs and initiatives that would improve our environment.
 - From the climate survey, we created a new program called the Academy. We had first cohort start this summer. We believe this program helped to attract underrepresented minorities accept out offer of admission, though we have no data to prove this at this time.
 - Comments:
 - Dr. Galko expressed that multiple faculty at the Executive Committee were supportive of the creation of the DEI committee and urged the faculty at-large about how important this committee will be in moving forward to address DEI climate change and improvements at the GSBS.
 - Dr. Pollard-Larkin said – "Great job on increasing URM yield for the entire GSBS! This is a great start for the DEI committee."
 - Claire Singletary said – "I think it is an important committee to add as a standing committee for GSBS."