

Summary Report from the Senate Advisory Committee on Diversity and Inclusion

January 4, 2020

MEMORANDUM

TO: The Senate Council
FROM: Senate Advisory Committee on Diversity and Inclusion (SACDI)
RE: **Summary of Committee Activities since Fall 2018**

Dear Chair Bird-Pollan:

The Senate Advisory Committee on Diversity and Inclusion (SACDI) was created in the Fall 2018 semester, and was charged with *“increasing diversity among senators, in particular representation of underrepresented minorities; working with senior leadership to disseminate best practices for recruiting and retaining faculty of color and other underrepresented groups; and addressing other issues around diversity and inclusion as they arise.”* Current and former SACDI participants are listed below, and more details about the composition of the committee may be found on its [webpage](#).

Beth Guiton (Senator)
Cindy Jong (Univ Faculty)
Lovingia Williams (Univ Faculty)
Deshana Collett (Senator, served 2018-19)
Ajay Mehra (Senator, serving 2019-20)
Julia Johnson (Senator)
Kevin Pearson (Senator)
Kip Guy (Ex Officio member)
G.T. Lineberry (Ex Officio member)
Sonja Feist-Price (VP Institutional Diversity)
Rudy Buchheit (Volunteer)
Cameron French (Student member, served 2018-19)
Bilal Shaikh (Student member)

In the three semesters since its inception the committee has met in person eight times, and discussed topics including:

- Introductions and identification of consensus goals
- The Committee on Committees meeting
- SACDI participation in Ad Hoc Committee for Student Engagement (Title IV)
- Religious holidays: issues pertaining to creating a culture of religious inclusivity at UK
- Avenues to enable senior UK administrators to attend “White Men’s Caucus” workshop
- Potential for implementing an Advocates and Allies program at UK
- Nominees for the Equal Opportunity Committee
- Approaches for creating diverse and inclusive committees on matters of importance at UK, such as search committees

Resulting from these discussions:

1. We created a Taskforce on Religious Holidays, to develop recommendations regarding observance of religious holidays at UK
2. On June 10, 2019, we held a pilot Advocates and Allies facilitation, led by Dean Rudy Buchheit, attended by SACDI members and Diversity and Inclusion Officers
3. Dean Kip Guy attended a White Men's Caucus lab and reported back to the committee

As the result of the above we have two recommendations currently drafted, pending presentation to the Senate Council:

1. Memo to President Capilouto regarding SACDI endorsement of the recommendations from the Taskforce on Religious Holidays, and a request for statement on this topic from the Office of the President
2. Proposal to Senate to implement a Diversity and Inclusion Advocate on university search committees

Looking ahead to the Spring 2019 semester we have five scheduled meetings, with the intent to discuss the following five focus topics:

- January 10: Planning meeting to implement an Advocates and Allies program at UK
- February 14: The use of TCEs for performance reviews, promotion, and tenure
- March 13: Accommodations at UK in the case of pregnancy and miscarriage
- April 10: Exam questions and ESL students
- May 8: Diversifying nominations for senate council

The Agendas for all of our meetings, along with summaries and supporting documents are hosted on a collaborative Google Drive, whose link we would be happy to provide.

Sincerely,

Beth S. Guiton, Ph.D.
Associate Professor, Department of Chemistry
Chair, Senate Advisory Committee for Diversity and Inclusion
University of Kentucky