

Diversity Committee Final Report – 2018-2010 AY

Co-Chairs: Regina Kynard and Katherine Delaney

This year the Diversity Committee was focused on several key items. The first of these was to make good use of three COGs fellows that were appointment to our committee. All three fellows represented different foci on diversity and inclusion, and brought much needed energy and renewed focus to our committee. While the main current tasks of our committee are focused on reviewing the University plans for inclusion and diversity and aligning our College plan to this document, as well as guiding department level plans, no update for the current University plan has so far been issued this year, so no changes have been made to our college and/or department level documents.

Since many of the items within the D&I plans are related to hiring, and this is not a current possibility in JHCOE, we focused on those elements within our College that we could influence. For this reason, we continued to push for the needs for a gender neutral bathroom within our college's physical site, and we are glad to see that this plan finally has some momentum. We also have been working with our COGs fellows to bring together undergraduate and graduate students interested in supporting, fostering and engaging with diversity and inclusion practices within our College and the broader University. This work is ongoing and the three COGs fellows will likely return next year as student members of the committee to continue to foster this work with our support.

Our final responsibility as a committee is to “evaluate the functions of the DC and recommend revisions when appropriate.” In line with this, we have made several recommendations to the College Council regarding what some other roles might be for our committee and we now await the Council's decisions regarding future roles and positioning of this committee.

For the coming year (2019-2020) we have begun to plan actions that we believe are important for our college community:

- Kicking off with a student event...grilling with the Dean? And the Diversity Committee? First couple of weeks? We will reach Student Affairs.
- Connect with TABSE (Toledo Affiliation of Black School Educators).
- Connecting with Education track in Early College.
- Working with UT Instructional Design office to foster more inclusion and accessible DL coursework for students of varying abilities.
- Multicultural training for our own group.