General Committee Charge
The Committee on Diversity and Equity aids Penn in fostering and taking full advantage of its diversity as well as in strengthening ties across all boundaries to enrich and enliven the campus community. The Committee shall advise the offices of the president, provost, and the executive vice presidents on ways to develop and maintain a supportive atmosphere on campus for the inclusion and appreciation of diversity among all members of the University community. The Committee will review and provide advice regarding the University’s equal opportunity and affirmative action programs and policies. The areas in which the Committee shall report to the Council include diversity within the educational and work settings, integration of staff and faculty into the larger campus community, and ways to foster a campus environment that is inclusive and supportive of difference. The Committee also will advise the administration on specific diversity issues that may arise on campus.

2011-2012 Specific Charges

1. Work with the Office of Affirmative Action on the development, dissemination, and monitoring of strategies to increase the prominence of diversity-related information via the University and School websites.

2. Work with the Office of the Provost and with the Senate Committee on Faculty Development, Diversity, and Equity to assess school-level facilitators and barriers to recruitment and retention of a diverse faculty and to monitor the progress of the newly developed University of Pennsylvania Diversity Action Plan.

3. Work with the Office of the Provost and other appropriate offices to monitor University processes documenting recruitment, retention, and graduation of underrepresented minority undergraduate and graduate students.

4. Communicate with the University Council Committee on Personnel Benefits concerning their progress in the development and implementation of inclusive policies relating to transgender health benefits and tax equalization, and monitor progress on gender-nonspecific campus policies.

5. Review and discuss the committee’s general charge and identify two or three issues that should be given highest priority for the committee’s work in AY 2012-2013.

NUMBER OF MEETINGS:
The committee will have 6 meetings this year

MAJOR POINTS ADDRESSED BY THE COMMITTEE

The committee invited the following speakers to address specific topics noted below:

1. Lynn Lees and Joann Mitchell spoke to the committee about the progress of the faculty diversity action plan.

2. Andy Binns, Vice Provost for Education provided an overview on University processes for monitoring and ensuring the success of diverse/underrepresented/at risk students. Andy also briefly updated the group on student surveys with respect to climate assessment.

3. Diane Sandefur spoke to the committee about the Trio Veterans Upward Bound program and of Penn’s participation in the Yellow Ribbon program.

4. Bob Schoenberg provided an update about LGBTQ progress and concerns.

5. John Jackson provided an update about University-level planning for the faculty diversity action plan.
6. A joint meeting with the Senate Committee for Faculty Development, Diversity and Equity was held on March 19.

RECOMMENDATIONS TO UNIVERSITY COUNCIL

1. We enthusiastically commend the administration’s diversity action plan focusing on recruitment and retention of diverse faculty. We recommend that consideration be given to ongoing implementation of the plan including such elements and strategies as:
   a. Working with the Office of the Provost and the Deans of the different schools to assess records and processes documenting recruitment, retention, and promotion of underrepresented minority faculty
   b. Encouraging participation by all faculty in small group and online workshops on unconscious bias, covering all types of bias, including racial, class, gender, gender identity, sexual orientation, and religion, and making such training mandatory for all search committee members
   c. Work with the Deans of the different schools to ensure that faculty members charged with development, implementation, and monitoring of School Diversity Action Plans be given appropriate compensation and release time
   d. Continuing to work towards adoption of a tax equalization strategy for partner benefits for faculty and staff
   e. Continuing and strengthening the University’s pipeline initiatives for enhancing recruitment and retention of diverse and underrepresented minority individuals’ participation in University life at the pre-college, undergraduate, graduate and postdoctoral level.

2. We commend and support the efforts of the administration to assess student and faculty perceptions of campus climate as it relates to a thriving, diverse, academic community with mutual appreciation and respect. We recommend that consideration be given to such elements and strategies as:
   a. Disseminate the results of student and faculty surveys to relevant University groups and committees and broadly solicit participation of members of those groups in relevant follow up initiatives.
   b. Identify a target date for development and implementation of climate surveys among graduate and professional students, and among University staff.

RECOMMENDATIONS OF TOPICS OR CONTINUING TOPICS TO BE ADDRESSED THE FOLLOWING YEAR

1. Work with the office of the provost and other appropriate offices to monitor University processes documenting recruitment, retention, and graduation of underrepresented minority graduate students.

2. Assess the progress of building cultural understanding, inclusiveness, and support across campus related to different faith traditions

3. Work with the office of the provost and with the SCFDDE to assess school-level facilitators and barriers to recruitment and retention of a diverse faculty and to monitor the progress of the newly developed University of Pennsylvania diversity action plan

4. Monitor the development and implementation of inclusive policies relating to tax equalization and other matters related to recruitment and retention of LGBTQ persons, and assess progress on gender-nonspecific campus policies relating to faculty, staff, and students.
LIST OF COMMITTEE MEMBERS
Co-Chairs: Judy Shea and Nancy Tkacs
Liaison: Lubna Mian
Staff: Gail Oberton
Faculty:
Horace Delisser, Nader Engheta, Lisa Lewis, Julia Lynch, Anna Malykhina, Chi-Ming Yang
Graduate students: Paule Joseph, Koen Lee
Undergraduate Students: Angel Contrera, Ivy Epstein
PPSA: Sharon Bryan, Delores Magobet
WPSA: Erin Lemons, Michelle Wells Lockett