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.

2010-2011 Specific Charges
1. Help to finalize the architecture for a forthcoming Diversity website.
2. Continue joint efforts with the Senate Committee on Faculty Development, Diversity, and Equity.
3. Meet with newly named Affirmative Action Officer. Discuss University plans in relevant areas.
4. Continue to consider ways of adding a qualitative component to University efforts at assessing campus climate, including consultation with Penn faculty who might help to design it.
5. Continue to monitor the implementation of gender-nonspecific campus policies, including the possibility of installing more private showers in recreational bathrooms and providing broader housing options for incoming undergraduates who identify as transgender.
6. Collect data on current diversity initiatives within all 12 Schools.
7. 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 2011-2012.

NUMBER OF MEETINGS:
The committee met 7 times this year

MONITORING REVIEWS UNDERTAKEN BY THE COMMITTEE
The committee invited the following speakers to address specific topics noted below:

1. Sam Starks, newly appointed Executive Director of Affirmative Action and Equal Opportunity Programs – Purpose of the invitation: to welcome him and give him the opportunity to meet the committee, and to update us on his progress in the position.
2. William C. Gipson, Associate Vice Provost for Equity and Access – Purpose of the invitation: to update the committee on the focus group follow up from the PULSE survey, and to describe the many “pipeline” programs on campus.
3. Andy Binns, Vice Provost for Education – Purpose of the invitation: to provide an overview on student surveys and plans for a survey of enrolled graduate/professional students
4. Lynn Lees, Vice Provost for Faculty and Joann Mitchell, Vice President for Institutional Affairs – purpose of the meeting was to have the Diversity and Equity Committee provide input on the developing University of Pennsylvania Diversity Action Plan

SPECIFIC ISSUES ADDRESSED WITH ADMINISTRATIVE LIAISON:
1. Examining the process of following up the PULSE survey and establishment of focus groups. We learned that this process involved work during summer 2010 when this committee does not meet. The committee requested that, whenever possible, we be kept informed of new developments relevant to the issues raised of underrepresented minority students, and that consideration be given to involving one or more committee members in the planning and implementation of following up on student survey data in this area.

2. Examining the process of followup on the 2010 recommendation supporting the Personnel Benefits Committee (PBC) recommendation for the University to add coverage of medical care for transgender faculty and staff. Procedures were identified to continue to work with the PBC on this recommendation.

FORMAL RECOMMENDATIONS TO UNIVERSITY COUNCIL

1. We enthusiastically commend the administration’s current initiative of developing and implementing a diversity action plan focusing on recruitment and retention of diverse faculty. We recommend that consideration be given to 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. Increasing participation in small group and online workshops on unconscious bias for search committee members across all schools of the University and consideration of making such training mandatory for all search committee members
   c. Work with the Deans of the different schools to consider identifying 1-2 faculty members who would be granted release time from one course each in order to help implement the recommendations of the University of Pennsylvania Diversity Action Plan within each school
   d. Continuing to work towards adoption of coverage for triadic care of transgender persons and 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. Continue to 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 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 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.

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. Monitor the development and implementation of inclusive policies relating to transgender health benefits and tax equalization, and progress on gender-nonspecific campus policies.

LIST OF COMMITTEE MEMBERS
Chair: Nancy Tkacs
Liaison: Lubna Mian
Staff: Gail Oberton
Faculty:
Tulia Falleti, John Jackson, Grace Kao, Lisa Lewis, Anna Malykhina, Yvonne Paterson, Robert Preucel
Graduate students: Sandya Ajith, Henry Friendman
Undergraduate Students: Wendy De La Rosa, Sasha Lagombra
PPSA: Delores Magobet, Diane Sandefur
WPSA: Connie Gordon and Michelle Wells Lockett
Invited Guests: June Chu, Valerie De Cruz, Mary Lou de Leon Siantz, Johnny Irizarry, Nicole Maloy, Kevin Rurak Bob Schoenberg, Sean Vereen