



University Senate Ad Hoc Task Force on Equity, Diversity, and Inclusion

May 17, 2016

Dear NYU Community,

NYU's Equity, Diversity, and Inclusion Task Force began its inventory of constituencies and programs related to diversity at NYU in February. Here are a few highlights from our upcoming report on the first part of our work:

1. We've recommended that a senior diversity administrator be hired and equipped with the human and monetary resources necessary for NYU to become a model institution for promoting equity, diversity, and inclusion among its students, faculty, administrators, and staff.
2. We've taken the first steps toward working with the University administration to conduct a comprehensive and ongoing assessment of the state of equity, diversity, and inclusion at NYU. This process of engaging and listening will be independent, comprehensive, multimethod and multidimensional. The process will begin in Fall 2016, but the Task Force will not wait until the assessment is completed to make further action recommendations that will move us forward.
3. We've marshaled an unprecedented volume of university data that will inform our recommendations for faculty, student, administrator/staff recruitment and retention goals. These data will serve as benchmarks for forthcoming efforts to maximize academic achievement for underrepresented students, and create a climate of equity, diversity, and inclusion for NYU's students, faculty, administrators, and staff.
4. We've recommended the university take affirmative steps to develop systems that ensure the integrity of all identity information it collects about students, faculty, administrators, and staff. We've further recommended that systems be put in place to make diversity data maximally transparent, including designating an office responsible for regularly collecting, analyzing, and reporting on these data. Finally, we've recommended that directors of NYU's global sites develop a plan for how to best measure and track equity, diversity, and inclusion at each site, and across all of their respective locations.

These are a few of the many efforts we've made over the past few months. For a more detailed summary, see the presentation we made at the April 28 University Senate meeting, and stay tuned for our written preliminary report as well as additional updates on our work throughout the summer.

Sincerely,

Charlton McIlwain (Co-Chair), Lynn Videka (Co-Chair), and Krystal McLeod (Vice-Chair)