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

Report to the University Senate
April 28, 2016
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Our Work
INVENTORY

People

Programs
Climate Assessment

Independent, Comprehensive, Multimethod, Multidimensional

External Consultation

Internal Collaborations

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Forthcoming Recommendations
Endorse President Hamilton’s Action Steps

• Issuing statement of principles on diversity, inclusion, and equity at NYU;
• Hiring a senior leader for diversity, inclusion, and equity;
• Launching a hotline for concerns from the members of the campus community;
• Support for a vigorous diversity, inclusion, and equity assessment.
• Increased support for existing diversity programs.
Develop a process for collecting, disseminating, and insuring the integrity of all diversity data related to students, faculty and administrative personnel... In addition to ensuring continuing compliance with all legal reporting requirements, data should be collected and maintained in a way that it can be routinely used by the university and/or each of its respective schools/administrative units to determine and measure progress towards desired diversity, inclusion and equity related outcomes.
Develop a centralized system for collecting and annually reporting race/ethnicity/nationality data for faculty in ways that are consistent with the collection process for all other university employees. This includes developing a process whereby the opportunity to identify race/ethnicity and other identity day be offered to all faculty candidates at the time of application, in addition to the time of, or following hire.
Immediate Next Steps
Continue process of analyzing and synthesizing requested data.

Provide guidance to the President’s office about the structure, function, and desired outcomes for the new senior diversity position.

Determine the parameters and approach to conducting a campus wide assessment of equity, diversity, and inclusion.
How do we measure our progress towards those outcomes?

What does equity, inclusion, and diversity mean at and for NYU?

What are the specific desired outcomes we want in terms of equity, inclusion, and diversity?
Responding to Student Concerns