

INTERIM REPORT
OF T-FSC COMMITTEE ON INCLUSION, EQUITY AND DIVERSITY

September 7, 2016

Ann Morning, Co-Chair

Introduction

- This is an interim report on committee's AY 2015-16 activities
- Plan to write a report containing recommendations to be disseminated to the T-FSC at the start of AY2016-17
- In meantime, wanted to report what we've done and some initial suggestions
- Caveat: These remarks not vetted by full committee

Summary of AY 2015-16 Activities

Meetings

- Met 4 times as a committee
- Subset also met with:
 - Charlton McIlwain, now co-chair of Task Force on Diversity
 - Uli Baer, Vice Provost for Faculty, Arts, Humanities & Diversity, and Bridget McCurtis, Senior Director of Diversity Initiatives in the office of Opportunity Programs
 - Mary Signor and staff, Equal Opportunity Office
 - David Elcott, C-FSC diversity committee

Other Activities

1. We sent a letter to search committee for provost arguing the next provost should be someone attentive to diversity, and also successfully encouraged other bodies on campus—notably the Deans' Diversity Council and the FAS Diversity Initiative—to do the same
 - We'll see where the new provost stands
2. We also conducted a survey of diversity policies and/or programs in NYU's Schools and Colleges, eventually covering 10 of the 17:
 - CAS, Global Public Health, Institute of Fine Art, Stern, Wagner, Professional Studies, Medicine, Silver, Steinhardt, and Tisch
 - Not covered: Dentistry, Nursing, Courant, Gallatin, ISAW, Tandon, Law
3. Finally, we reviewed 30 articles on diversity in higher education, appearing in journals and specialized publications like *The Chronicle of Higher Education*, with an eye to identifying “best practices”
4. Final Step: Draft report
 - a. summarizing our findings about NYU
 - b. summarizing “best practices” elsewhere
 - c. making policy recommendations for NYU

Suggestions from Ann Morning, 2015-16 Committee Co-Chair

- T-FSC might consider what role its diversity committee should play—and even whether we should have such a committee—given existence of the Task Force on Diversity and whatever institution might succeed it
 - They are a larger committee, with more institutional support—are we at risk of duplicating?

- Especially since this year we've seen the limitations of what six very busy faculty can do—and because diversity initiatives tend unfortunately to take up more time of female faculty and faculty of color
- On one hand, I appreciate symbolism of the T-FSC maintaining a committee—because really, nowhere is the lack of diversity more glaring than in our faculty—but we can't ask for our colleagues' time and efforts just for show
- At a minimum, T-FSC should consider what it is that our committee might bring that is unique to the university conversation about inclusion
 - One example might be crafting language for the Faculty Handbook that reflects our institutional commitment to inclusion, equity and diversity
 - According to C. McIlwain, there is no such language at present
 - Another TFSC-specific role could be thinking about gender and racial diversity on the Faculty Senate itself, and how the senate's structure might hamper our capacity to fully represent our faculty colleagues
 - The lack of term limits, for example, means our senate is likely to reflect the demographics in some sense of the NYU of old, when our faculty was even whiter and more male than it is now
 - And to concentrate the weighty powers of the senators in a smaller pool of hands than would otherwise be the case
 - Indeed, women made up 11 of the 37 senators in 2015-16, just below 30%, whereas women made up 37% of tenure-track faculty in 2011, and probably a larger share today
 - [URMs on faculty were at 9% in 2011, which would translate to 3 senators, and there are perhaps two: me and Arlene?]

- Introducing term limits would force the senate in some sense to renew itself continually, drawing from the faculty as it is constituted today, not as it was constituted in the past
- Finally, recommend that the T-FSC committee meet at the start of the year with the C-FSC diversity committee

Conclusion: Importance of Faculty Role

- Close with reminder that faculty have a crucial role to play in diversity, equity and inclusion at NYU
 - Not just because of the central role in governance we can and should play in general
 - But also because—particularly in this year when racial inequality on campus has been such prominent public theme—we are often identified as a major part of the problem
 - The lack of racial—and gender—diversity on faculties has been major grievance in student movements across country, including NYU’s Black and Brown Coalition
 - Because diversity has grown much more slowly among faculty than it has in undergraduate student bodies
 - For that reason it’s been a problem that universities like Yale or Columbia have announced major initiatives to address
 - And finally, as those who attended or watched the fall Town Hall forum on diversity at NYU will recall, faculty often singled out as creating a non-inclusive environment for students; a lot of what made students from racial or religious minorities at NYU feel out of place stemmed from interactions in our classrooms
- And so in closing, respectfully request of my fellow senators a serious conversation in the fall about how the efforts of our council in this area might best be spent.
- Thank you for your attention.