

**University of Illinois
Urbana-Champaign Senate**

Committee on Equal Opportunity and Inclusion
EQ.16.03, Annual Report for 2015-2016
(Final; Information)

The Senate Committee on Equal Opportunity and Inclusion (EQ) is responsible for developing, encouraging, and evaluating the development of equal opportunity and affirmative action programs and guidelines that are intended to increase the numbers, and improve the status of minority groups across campus. The issues considered at length by EQ during the 2015-2016 academic year are below:

- **EQ.16.01, Comments on the Background Check Policy**
Following requests by the Provost's office for Senate in put on the plan developed for the UIUC campus to implement the BOT mandated background check policy, the EQ committee submitted a detailed report. It consisted of a statement of concern about the discriminatory nature of the policy coupled with detailed suggestions for revisions to the implementation plan so that, if the policy had to be implemented, it would be done with the least negative impact on applicants and searches.
- **EQ.16.02, Report on the Spring 2015 Diversity Climate Survey**
The committee developed a detailed report, supported by graphs and examples from respondents' comments, on the results of the 2015 Diversity Climate Survey. The report was submitted to the Senate at the March 7, 2016 meeting, with suggestions for incorporating the findings into ongoing discussions of campus diversity and inclusion efforts.
- **Proposed Amendment to General Education Cultural Studies Requirement**
The EQ Committee was approached by members of the Committee on Race and Ethnicity regarding potential endorsement of their proposal to make BOTH Non-Western Cultures and US Minority Cultures required courses for the General Education, rather than requiring one or the other as previously. The EQ committee discussed the proposal with Ron Bailey and Jonathan Inda, representing CORE, at our first meeting in Fall 2015. Subsequently we sent a letter of support outlining also some suggested revisions to the proposal. The sponsors of the proposal incorporated many of these suggestions and we wrote a strong endorsement of the proposal which was submitted in October. We also strongly endorsed Senate approval of the proposal during the discussion in the Senate on May 2, at which time the proposal was approved by the Senate.
- **Mentoring Guidelines**
In November 2015 Associate Provost for Faculty Development William Bernhard forwarded to us a draft set of Faculty Mentoring Guidelines for review. These were distributed to the committee in the Spring. Written and oral feedback were provided to Associate Provost Bernhard at the committee's March 14 meeting.

- **Recruitment/Retention of Underrepresented Faculty: Search Committee Composition**
In addition to the various items that had been left from previous years or which the EQ committee was requested to address by the SEC, office of the Provost, etc., committee members had a list of agenda items they believed the committee should address as part of their committee charge. One of these was to begin to investigate issues that might be hampering recruitment and retention of a robustly diverse faculty. To get a sense of what some of the recruitment issues might look like, we decided to request information on the make-up of search committees across campus. Data was requested by Director of ODEA Heidi Johnson in April 2016 and she agreed to attend our May 9 meeting to discuss the data and answer questions. Work on this issue is ongoing.

EQUAL OPPORTUNITY AND INCLUSION

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