

Creating a Center for Faculty/Staff Equity and Inclusion

Agenda

- **A need for support and self-advocacy**
- **A brief look at faculty inclusion outside of Fitchburg State University**
- **Proposal for the Center for Faculty and Staff Equity at Fitchburg State University**
- **Long and Short Term Goals**

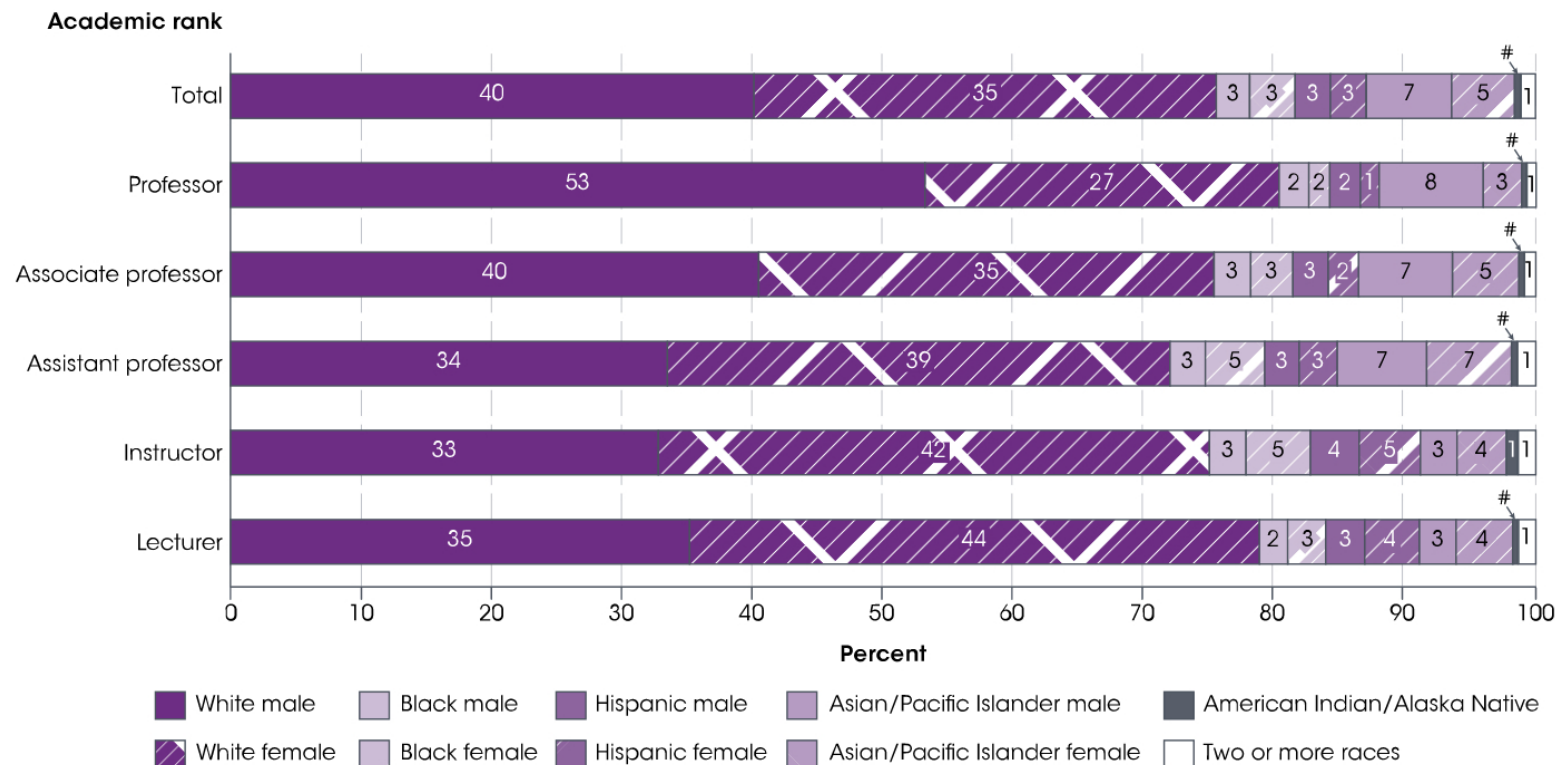
Need for Support and Advocacy

In our research as part of a grant through the Higher Education Innovation Fund, we discovered a lack that was greater than any we can meet within the grant year. The objective of the grant was to “create campus environments that enable a diverse faculty that increasingly identifies as community-engaged scholars to be welcomed, valued, and supported through tenure and promotion.” In our work, we found a preponderance of need.

Lack of Faculty of Color

Although students of color at institutions across the U.S. population is growing, faculty of color still lag behind their white colleagues. According to the [National Center for Education Statistics](#), of all full-time faculty in 2018, "some 40 percent were White males; 35 percent were White females; 7 percent were Asian/Pacific Islander males; 5 percent were Asian/Pacific Islander females; and 3 percent each were Black males, Black females, Hispanic males, and Hispanic females. Those who were American Indian/Alaska Native and those who were of Two or more races each made up 1 percent or less of full-time faculty."

For each academic rank, percentage distribution of full-time faculty in degree-granting postsecondary institutions, by race/ethnicity and sex: Fall 2018



Rounds to zero.

NOTE: Sex breakouts excluded for faculty who were American Indian/Alaska Native and of Two or more races because the percentages were 1 percent or less. Degree-granting institutions grant associate's or higher degrees and participate in Title IV federal financial aid programs. Race categories exclude persons of Hispanic ethnicity. Percentages are based on full-time faculty whose race/ethnicity was known. Detail may not sum to 100 percent due to rounding. Although rounded numbers are displayed, the figures are based on unrounded data.



Preponderance of Need

- Addressing institutional racism in higher education
- Responding to Fitchburg State University's interest in redressing concerns from the diverse community on campus, but focusing on faculty and staff
- Recognizing and reducing the invisible labor often placed on minority faculty and staff
- Acknowledging unique mentoring needs for faculty and staff of color
- Supporting the growth and development of faculty and staff of color
- Retaining faculty and staff of color and minority faculty and staff



“If there be nothing new, but that which is
Hath been before, how are our brains beguil'd,
Which, labouring for invention, bear amiss
The second burthen of a former child!”

--Billy S.

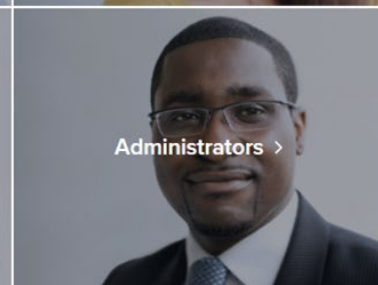
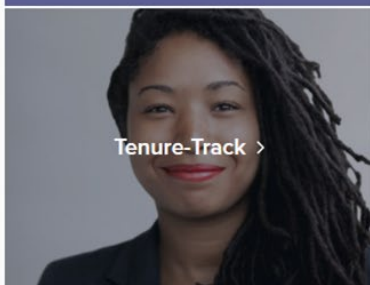
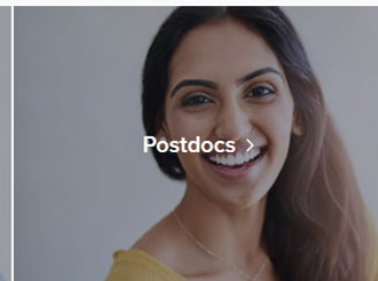
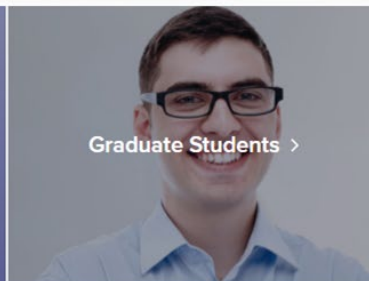
Faculty and Staff Diversity and Inclusion Elsewhere

Many colleges and universities across the country have similar centers on campus, or focus on DEI issues for faculty and staff. Some of these campuses have memberships with the [National Center for Faculty Development & Diversity](#) (NCFDD), but many have independent offices, or branches in HR or academic affairs departments. Some universities also have **affinity groups**.

NCFDD

“Founded in 2010, the National Center for Faculty Development & Diversity is an independent professional development, training, and mentoring community for faculty members, postdocs, and graduate students. We are 100% dedicated to supporting academics in making successful transitions throughout their careers.”

We're with you every step of the way in your academic career.



Read our recent Newsletter and stay up-to-date with our upcoming programming and events!

[Read the Newsletter](#)

Our Institutional Partners

The NCFDD partners with a broad range of colleges and universities including:



Services at NCFDD

Some of the services at NCFDD include a weekly motivational email, intensive multi-week courses, webinars, accountability partner, campus programming, and a faculty success program.

UC San Diego's Center for Faculty Diversity and Inclusion

“The [Center](#) for Faculty Diversity and Inclusion provides leadership and works collaboratively to cultivate an academic culture of inclusive excellence. We are a unit of the Office of the Vice Chancellor for Equity, Diversity, and Inclusion.”



UCSD's Center for Faculty Diversity and Inclusion

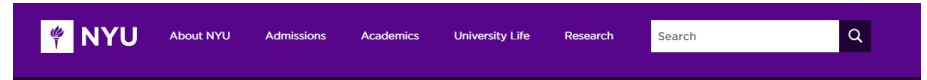
- “Transformational change” through policies, moving towards a more inclusive campus
- “Cultivating faculty success and leadership” through professional development, mentoring, networking, opportunities, and support
- “Fostering civility in academia”
- “Recruiting and retaining diverse faculty”

NYU's Office of Global Inclusion Faculty Mentoring Program

This program is a division of their Office of Global Inclusion, Diversity, and Strategic Innovation, which is “dedicated to developing and implementing strategies that advance inclusion, diversity, belonging, equity, and innovation efforts across the entire NYU community.”

NYU (cont.)

“Global Inclusive Faculty Engagement and Innovation Advancement is committed to fostering research excellence while building a more equitable, diverse, and inclusive community—at NYU and around the world.”



Faculty Diversity and Inclusion

- Teaching and Learning Resources
- Research and Scholarship
- Governance, Policies, and Procedures
- Funding Opportunities
- Faculty Housing
- Community Advantages
- Faculty Diversity and Inclusion
 - Leadership Development and Faculty Success
 - Mentoring and Professional Development
- Faculty in the Global Network
- Global Academic Partnerships and Affiliations



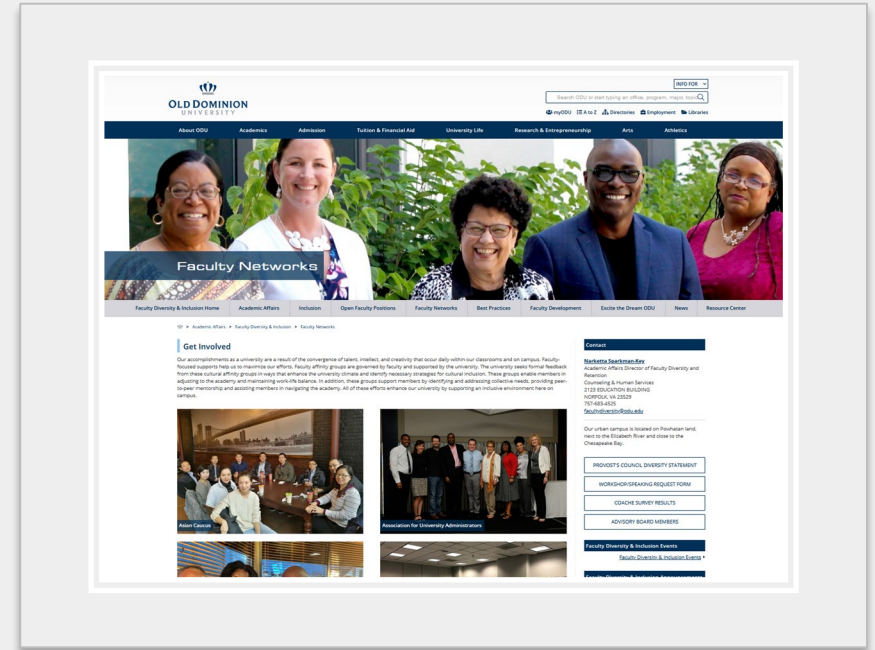
Cultivating a faculty community which promotes global engagement and innovation based on inclusive excellence.

Affinity Organizations

Some universities host affinity organizations. These work much like the student organizations that support each other through a commonality.

Old Dominion University's Faculty and Staff Networks

Old Dominion's affinity groups include the Asian Caucus, Coalition of Black Faculty and Administrators, Employees with Disabilities Association, Hourly and Classified Employees, Hispanic and Latino Employee Association, LGBTQIA Association, and a Women's Caucus.



Old Dominion University LGBTQIA Faculty/Staff Caucus

Mission: “The LGBTQ Caucus provides a forum for Old Dominion University faculty, staff, and graduate students with common concerns to serve the University community and to improve the working and learning environment for lesbian, gay, bisexual, and/or transgender students, faculty, and staff, as well as to celebrate the diversity of the LGBTQ culture at Old Dominion University.”

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LGBTQIA Faculty/Staff Caucus

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Vision & Values
We, as an organization, seek to invoke positive change toward a society in which lesbian, gay, bisexual, transgender, and queer people can participate free of negative stereotypes and as equal members of society. We seek to promote awareness of, educate others about, set a positive example for, and provide support to the sexual minority community.

Programs

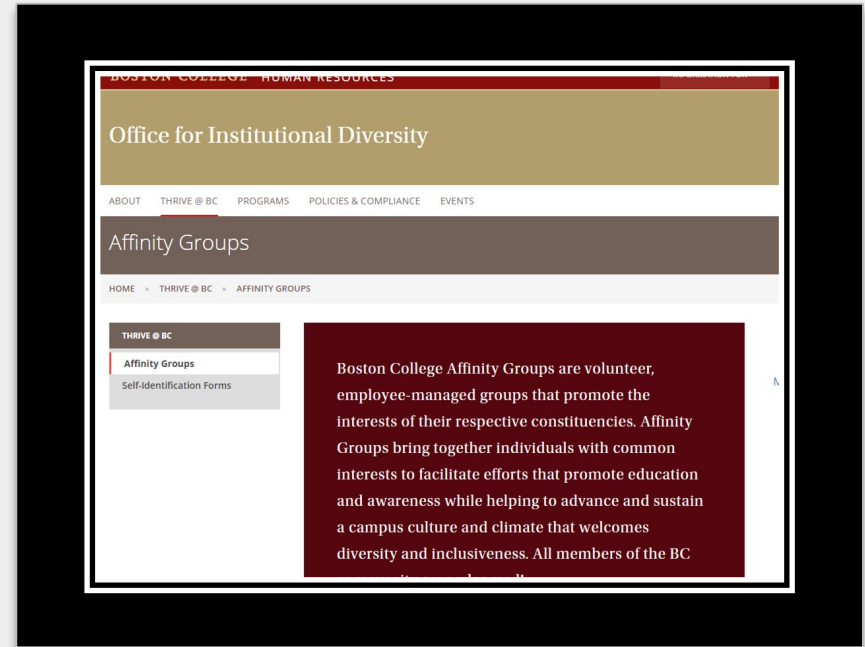
LGBTQIA Faculty/Staff Caucus
ldlgbt@odu.edu

Current Officers

Interim Co-Chairs
Brian C. Dunn
Administrative Faculty Recruiter, Human Resources
bdunn@odu.edu

Boston College

- ABLED@BC, or Awareness Benefiting Leadership and Employees about Disabilities
- BFSAA, or The Black Faculty, Staff, and Administrators Association
- Latino/as at Boston College (L@BC)
- Women's Collaborative
- Asian/Pacific Islander Employees (APIE)
- LGBT
- Middle-Eastern Employees and Allies (MEEA)
- Veterans Affinity Group



Northwestern Staff Affinity Groups

Northwestern

MLK COMMEMORATION NATIVE AMERICAN AND INDIGENOUS INITIATIVES FACULTY DIVERSITY AND EXCELLENCE

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Task Forces

Gender Inclusive Initiatives

Change Makers

Commemorations

Staff Affinity Groups

Staff are valued members of the Northwestern community. The University actively strives to attract and retain a diverse and exemplary staff workforce. The Office of Institutional Diversity and Inclusion supports various affinity groups which aim to enhance the personal and professional development of staff, foster a sense of community and help Northwestern create a workplace where everyone feels belonging and thrives.

Below you will find current, University-sanctioned staff affinity groups:

[ANUW](#) (Association of Northwestern University Women)

[ASAG](#) ([Asian Pacific Islander Desi American] Staff Affinity Group)

[BPN](#) (Black Professionals Network)

[UNIDOS](#) (Latinx Professionals Coalition)



Possibilities at Fitchburg State University

Proposal for a Center for Faculty Equity & Inclusion

The creation of the center, as stated in the proposal, “ensure[s]; the prioritization of faculty inclusion as a mechanism to explicitly address institutional racism within higher education. Additionally, the Center will work with the Crocker Center for Civic Engagement to ensure community-engaged research, which has its origins in the addressing of systemic inequity and is often conducted by faculty of color, is understood and supported through the tenure and promotion process. The first iteration of this Center is intended to lay the groundwork for a more comprehensive and self-sustaining model. It is our hope that the Center will continue to evolve over time as it meets the changing needs of the Fitchburg State University community.



Potential Programming

- Workshops that address issues of institutional racism, community-engaged research, mentorship, and/or advocacy
- Brainstorming sessions on creating a more equitable and inclusive institutional environment
- Invited speakers to present on relevant issues of faculty and staff inclusion and equity
- A showcase of research by minority and faculty of color
- Resources to support equity and inclusion in higher education research
- Opportunities to foster an interdisciplinary environment where a diverse group of faculty and staff can create intersectional initiatives that promote equity and inclusion.



Overall Center Objectives

- Provide a centralized location that recognizes and celebrates faculty and staff equity and inclusion within a welcoming environment that encourages a sense of community
- Create meaningful progress towards the dismantling of degenerative institutional culture and systemic racism
- Encourage and promote generative conversations to address the needs of minority faculty and staff members and faculty and staff of color
- Support scholarship that investigates issues of equity and inclusion to add to the knowledge gap

Impacts and Measurements

There are projected impacts the center will have, including metrics and data for each impact.



Impacts

Impact 1: The Center provides a safe and welcoming space that fosters a sense of community for staff and faculty of color and minority staff and faculty

Impact 2: Center strategies, approaches, and programs help faculty navigate issues of equity and inclusion in higher education.

Impact 3: The Center demonstrates how equity and inclusion enrich the entire campus community.

Impact 4: Center strategies, approaches and programs have a positive impact on sense of community by staff and faculty members of color and minority staff and faculty members at Fitchburg State University.



**A Closer
Look:
Impact 3**

Impact 3: The Center demonstrates how equity and inclusion enriches the entire campus community.

Metrics:

- A representative cross-section of faculty and staff use of the Center and those who attend its programs
- Speakers and events sponsored or co-sponsored by the Center address the educational merits of equity and inclusion
- The Center co-sponsors programs with a wide variety of academic departments and community organizations, thus deepening relationships over time

Impact 3: The Center demonstrates how equity and inclusion enriches the entire campus community.

Data:

- Track faculty use of with demographic information (single and repeat visits)
- Track program topics hosted or co-sponsored by the Center
- Track program attendance with demographic information
- Center program evaluation surveys
- Track participation in Center activities and programs

An aerial photograph of a city, showing a mix of green spaces, buildings, and roads. The word "Space" is overlaid in the center in a large, white, sans-serif font. The image has a slightly desaturated, blue-tinted appearance.

Space

Dreaming of Space

We desire both physical and digital space. We understand that, initially, we may be limited to digital space for many reasons. Yet, the proposal includes needs for both. Ideally, and at the very least, the Center would need a large space for organizational and intersectional collaboration, presentations and group gatherings.

Etc.

This is just an overview of the proposal. Other elements needed include procuring a coordinator, an advisory board, equipment (including digital equipment), and a budget.

Short Term Goals

- Present the Center for Faculty/Staff Equity and Inclusion to faculty (we're doing that now. We're already winning!)
- Invite a health professional to give a workshop with faculty and staff of color regarding systemic racism and how it affects anxiety and mental health.
- Host a presentation of a faculty member who is doing community engaged research.
- Virtual conversation for faculty and staff of color and minority faculty and staff

Long Term Goals

- Mentoring
- Resource library
- Safe space for dialog
- Space for programming and community engaged research
- Brown bag talks and virtual conversations
- In-person research support
- Tenure and support talks

Questions?