

Faculty Issues Committee Recommendation to the Faculty Senate

We support the Diversity and Equity Action Committee's (DEAC) proposed Action Plan and agree that a diversity, equity, and inclusion (DEI) Action Plan is needed. However, we had some further suggestions for the Action Plan which were shared with the DEAC Co-Chairs who agreed to consider them.

- Concerns/Issues with language in the document. An appendix or glossary explaining the use of terms would address most of these concerns.
- Make funds available for a scholar program to not only bring diverse scholars to Radford but to have Radford faculty visit other universities.
- The DEAC should make it explicit that how the recommended actions are to be implemented is yet to be determined.
- The plan to help recruit diverse faculty should make it possible to have shared between departments and colleges.
- DEI outcomes may be better served by emphasis on faculty positions rather than administrative positions.
- Provide each college with a 3-year post-doc or fellow position to help create a pipeline of diverse faculty from graduate school to faculty.
- How is accountability built into this plan? What framework(s) do we have for accountability?
- There is concern that the plan is heavy on training but weak on integrating DEI into faculty's everyday work.
- Faculty need a physical space on each campus to have discussions about DEI across departments.
- The plan should include information about RUC demographics and address any differences.

We recommend that the Faculty Senate support the DEAC in moving forward with making recommendations to the President for a DEI Action Plan.