


Executive Council: Deans Committed to Anti-Racism Efforts

Presented by Essynce Lewis '22

Agenda

- ❑ Deans CARE Overview
 - ❑ DEI Rankings
 - ❑ Peer Institutions DEI
 - ❑ Model Initiatives/Programs
 - ❑ Questions
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Deans CARE Initiative

a new initiative by the Council of Deans at Texas A&M University created to support actively our university's steady progress toward a vibrant climate for diversity and inclusion.


- Recognize injustice, including racial injustice
- CLA Internship Program: building a culture of inclusion, diversity, equity, and accountability

Methodology

Phase 1: Collecting Demographic Data

- Peer and Vision Institutions (~20 Universities)
- Asian, Black/African American, Hispanic, White/Caucasian Males and Females

Phase 2: Looking at University-level and College Level DEI Initiatives for students and staff

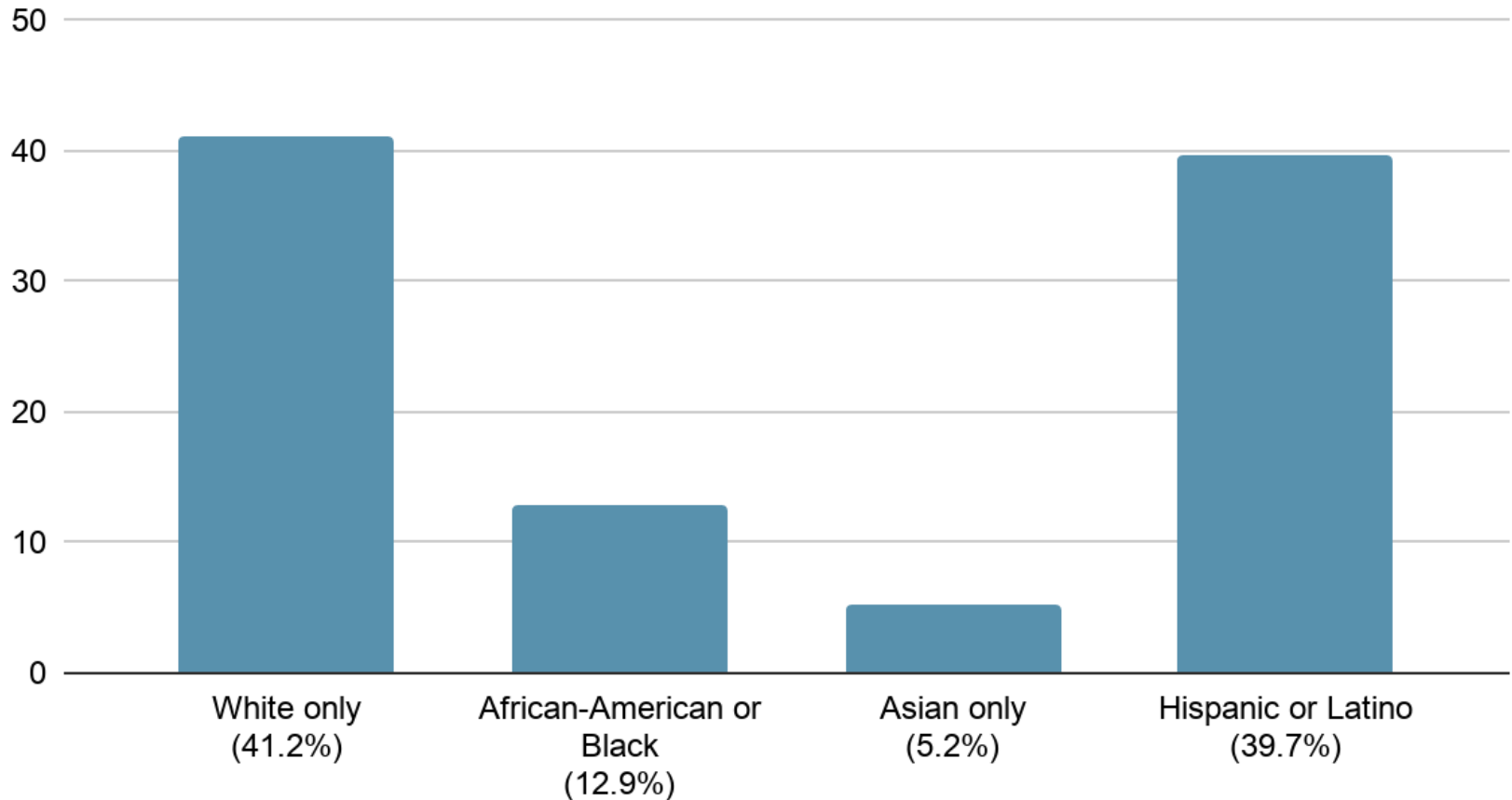
- Within the past 5 years with a particular focus on Summer 2020 and beyond
 - Based on publicly available information (e.g. annual reports, organization/department websites)
 - Limited resources for staff
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DEI Rankings

-  #1 Penn State
-  #2 U - Michigan
-  #3 U - Wisconsin
-  #4 UT Austin
-  #5 UC - Berkeley
-  #6 Purdue
-  #7 Ohio State
-  #9 UNC
-  #9 U - Minnesota
-  #10 UCSD



Texas Racial Demographics (2019)



TAMU- CLA Demographic shifts

	2016	2017	2018	2019	2020
White	4,477	4,536	4,568	4,602	4,633 (59.4%)
Black	370	365	351	325	299 (3.83%)
Asian	313	353	370	403	441 (5.65%)
Hispanic	1,964	2,021	2,073	2,087	2,138 (27.4%)
Total	7,410	7,560	7,625	7,696	7,806 (100%)



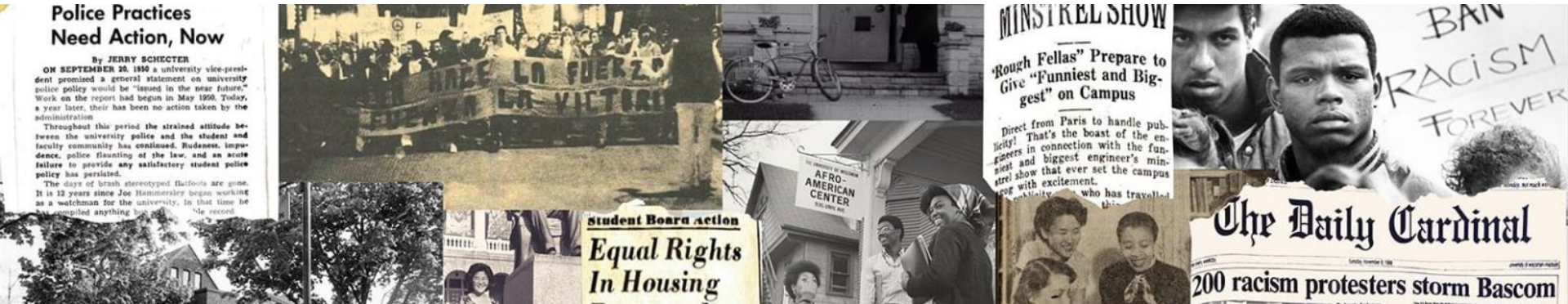
Other Programs/Initiatives

- Fearless Leadership Institute (UT Austin)
- President's Emerging Scholars (U - Minnesota)
- Anti-Racism Collaborative (U - Michigan)
- Addressing Racism and Social Injustice Steering Committee (U - Illinois)
- Women of Color Empowerment Group (UPenn)
- Administrative Fellows Program (UPenn)
- Artivism (U - Wisconsin)
- CLA Leading the Way: Inclusive Leadership Training Course (Purdue)
- DEI Fellows (UNC)
- DEI Design Challenge Envisioning an Anti-Racist World (U - Michigan)

Model Initiatives

➤ Short-term: Public History Project (U of Wisconsin)

the full history of the university, including the accomplishments of campus community members from marginalized populations whose stories previously may have been hidden or not widely known



Model Programs

Short-Term: [Minority] Student Experience Task Force (Georgia Tech)

- Interviews and discussions with TAMU students and related organizations, such as the Council for Minority Student Affairs, NAACP, MSC WBAC

Long-Term: HBCU Exchange Program (UC Berkeley)

- one-semester undergraduate exchange



Questions/Discussion

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