

Diversity, Equity, and Inclusion Advisory Council
Annual Report
Academic Year 2020-2021

Our Purpose:

The DEI Advisory Council strives to work in collaboration with the Chief Diversity Officer, administration, University Senate, and other campus leaders to support Fredonia's commitment to celebrating diversity and creating a campus climate that supports human development. The council is made up of faculty and some students who are from different departments of the University. This ensures that real issues that are being witnessed amongst those who make up the campus community are being addressed and catered to. The council supports efforts related to assessment, communication, and implementation of policy and practice that enhance on-campus inclusivity and mutual respect. All in all, the council works towards creating a campus community that displays respect towards individuals and groups with diverse identities in ways that enhance a connection with one another.

In doing this, the DEI Advisory Council focuses its efforts on the following areas:

1. Communication
2. Assessment & Implementation
3. Recruitment & Retention
4. Engagement & Education

This year the Advisory Council:

- Met with the new president
- Hosted a fall panel with students and staff to discuss summer 2020 and campus culture
- Finalized the Council manual
- Discussed the 2019 Climate Survey results
- Revised the celebration of diversity statement
- Worked on the bias incident response team procedure

- Reviewed assessment data (SOS, NSSE, etc.)
- Examined the discrimination/ complaint process
- Held two Collingwood Distinguished Lectures for Diversity
- Co-sponsored events with the American Democracy Project
- Met with Chief Diversity Officer finalists
- Worked with the Intercultural Center to prepare a Cultural Information Index for the campus

On the agenda for the upcoming academic year:

The Council plans to continue its work supporting campus programming and initiatives in the next academic year. We will be co-sponsoring events with the American Democracy Project on voting rights. We are in the works of planning the next Collingwood lecturer for the upcoming fall semester. The result of the 2021 SUNY Climate Survey should be available for review by the Council within the next academic year so that the results could be provided to the campus community. Finally, the Council we look forward to working with the newly-hired Chief Diversity Officer once they arrive on campus.

Membership:

Dr. Saundra Liggins, chairperson, Office of Diversity, Equity, and Inclusion
 Anthony Alterio, Department of Theatre & Dance
 Jacob Czelusta, International Student Services
 Timothy Highway-Snyder, student
 Dr. Jennifer Hildebrand, Department of History
 Dr. Jeffry Iovannone, Department of History/Women's & Gender Studies
 Cheryl John, Native American SUNY: Western Consortium
 Ithamare Joseph, student
 Samara Lindberg, student
 Dr. Jeanette McVicker, Department of English/Graduate Council
 Jennifer Michalek, University Advancement
 George Morgan III, Retention and Academic Support Staff
 Paula Peters, Department of Theatre & Dance
 Angela Pucciarelli Rice, Athletics

Jennifer Ruhland, Disability Support Services
Dr. Susan Spangler, Department of English
Dr. Andrea Zevenbergen, Department of Psychology