

GEORGE MASON UNIVERSITY
Minority and Diversity Issues Committee (2016-2017)

From: Elavie Ndura, Chair, Minority and Diversity Issues Committee

To: Faculty Senate, George Mason University

Date: 14 April 2017

Subj: Committee Annual Report to the Faculty Senate

1. The committee is comprised of five members representing different departments, gender and ethnic groups on campus. Committee membership includes:

Lori Bland, PhD	Associate Professor, College of Education and Human Development
Richard Craig, PhD	Assistant Professor, Mass Communication, Media Institutions, Communication Policy
Elavie Ndura, EdD (Chair)	Professor of Education, College of Education and Human Development
Odette Willis, RN, MN, MBA, CNE	Program Coordinator, Undergraduate Nursing Programs
Xiaoquan Zhao, PhD	Associate Professor, Health Communication

2. Meetings were held for one hour each month starting in September 2016. The work of the committee throughout the year included:

- a. Finalizing and submitting the Minority and Diversity Issues Committee Charges to the Faculty Senate for approval.
- b. Meeting with Eden King, the new University Presidential Fellow, to discuss her new role and what we could do to assist her.
- c. Meeting with Julian Williams, Vice President of Compliance, Diversity and Ethics to discuss a variety of issues of concern for the University. This included getting ODIME re-established as soon as possible, identifying better methods for increasing communication throughout the campus and assisting with the search for the new Director for Strategic Diversity Initiatives (now identified as Director of Faculty Diversity Engagement). As a result, Dr. Richard Craig was appointed to the Search Committee. The progress of the President's Diversity and Inclusion Leadership Council was also discussed.
- d. Meeting with Rose Pascarell, Vice President, University Life and Kahan Sablo, Assistant Vice President, University Life. The discussion included how University Life is addressing student concerns, the restructuring and re-establishment of ODIME, student concerns about faculty cultural competence, and the progress and need for transparency and communication about the work being done by the President's Diversity and Inclusion Leadership Council.

- e. A memo that was sent to the President's Diversity and Inclusion Leadership Council, requesting information about the goals of the council and the progress made so far.

3. The following recommendation that was made by the Committee to the Faculty Senate was fulfilled:

“Advocate for membership in organizations that provide critical supports to historically marginalized faculty and faculty of color such as the National Center for Faculty Diversity and Development.”

The University purchased a site license for the website and program, which is now available for faculty to use for free.

4. The Committee makes the following recommendations to the Faculty Senate:

- a. Continue efforts to increase transparency and communication about diversity and inclusion activities at all levels of the University.

5. The Minority and Diversity Issues Committee will continue to offer assistance regarding matters of diversity and inclusion to all levels of the University.

Respectfully submitted,

Elavie Ndura

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Chair