

Update on Wayne State Diversity, Equity, and Inclusion (DEI) Initiatives

Marquita Chamblee, Associate Provost for Diversity, Equity, and Inclusion/Chief Diversity Officer



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DEI Initiatives at-a-Glance

- ❖ DEI Council
- ❖ School/college DEI planning
- ❖ Intercultural education/training
- ❖ The Office of Multicultural Student Engagement
- ❖ Status of SJAC recommendations

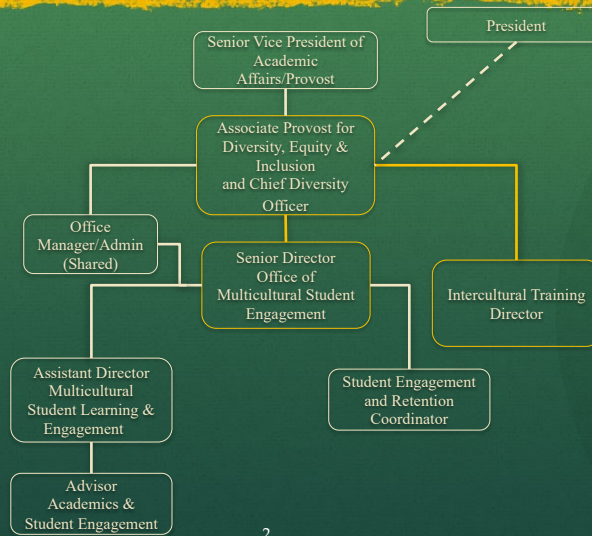
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The Office of Diversity, Equity, and Inclusion : How We Get Things Done



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DEI Council

- ❖ Created by recommendation of the Social Justice Action Committee (SJAC)
- ❖ A university-wide council with representation from all of the Schools, Colleges, and Divisions, plus at-large members
- ❖ Functions in five key working groups: DEI Strategic Planning, Metrics & Evaluation, Hiring and Retention of Diverse Employees, Communications, and Student Equity
- ❖ The DEIC Executive Committee meets monthly to set the Council Agenda.

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Selected DEI Council Activities

- ❖ The DEI Strategic Planning working group created a template for schools/colleges to use as a guide to develop their strategic plans.
- ❖ The Student Equity working group was able to address and mitigate the impact of WF grades on students, and continues to identify and address barriers to student success.
- ❖ The Hiring and Retention of Diverse Employees is creating more equitable processes for onboarding employees, succession planning, and professional development for staff in particular.

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Selected DEI Council Activities (Cont'd)

- ❖ The Communications working group is working to develop mechanisms for reporting on DEI initiatives on campus and their impact. They are in the process of developing a DEI statement for the university.
- ❖ The Metrics and Evaluation working group has created a mechanism for DEIC members to request diversity-related data.
- ❖ The DEIC Executive Committee is developing a policy that establishes the Council as a university-recognized entity.

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School/College DEI Planning

- ❖ Each of the schools/colleges are creating a DEI strategic plan as part of their overall university strategic plan.
- ❖ Some schools/colleges are creating separate DEI plans that align with but are independent of their overall strategic plan.
- ❖ Two colleges: the School of Medicine and the Law School have hired individuals who have lead responsibility for DEI in their units. Other school/colleges are intending to follow suit.

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Collaboration: Key to Successful Implementation of DEI Initiatives

- ❖ In addition to the DEI Council and its six active groups, other working groups are leading DEI work:
 - The Campus Climate Concerns group is working on a protocol for reporting bias incidents.
 - The Diversity Campus Climate Study group is developing the next climate survey, a subgroup is working on designing and administering the 2023 diversity campus climate survey.
 - Planning groups for special events such as Juneteenth celebration and the National Day of Healing from Racism meet on a regular basis.
 - The Office of Multicultural Student Engagement (OMSE) is leading a team planning for the annual Black Graduation Celebration of Excellence and collaborating on other celebrations.

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Intercultural Education/Training

- ❖ In May 2022, we hired Alex Boesch as our first Intercultural Training Director to guide cultural development programming for staff and faculty.
- ❖ Alex created a number of key workshops, including implicit bias for healthcare workers, and a series of learning and development opportunities for faculty and staff.



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Impact of Intercultural Education Programming

- ❖ Over 265 individuals have participated in one or more of the 10-session Learning and Development Series, and 152 have participated in implicit bias training for health care workers.
- ❖ Evaluations from those sessions have shown statistically significant increases in awareness and understanding of bias and its impact at personal and professional levels.



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Office of Multicultural Student Engagement

- ❖ The Office of Multicultural Student Engagement (OMSE) has developed a strategic plan for their unit and produces quarterly reports on their progress.
- ❖ OMSE has hosted conversations with student groups and leaders to learn more about the challenges they are facing and how we might address them.
- ❖ OMSE staff have collaborated with Student Success Operations in calling campaigns to encourage enrollment and registration of students of color.
- ❖ The Office leads the planning of a number of events, including the Black Graduation Celebration of Excellence and Welcome Black, along with programming for each of the various heritage/history and pride months.



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What's Happening with the SJAC Recommendations?

- ❖ The Social Justice Action Committee (SJAC) produced a final report in March 2021
 - That report contained 100 recommendations for short, medium, and long-term implementation.
 - The largest number of recommendations came from the Hiring and Retention of Diverse Staff working group.
 - These recommendations are being addressed by the DEI Council working group on the Hiring and Retention of Diverse Employees
- ❖ Currently, a progress report outlining what's happening with the recommendations is being drafted. A number of the short-term goals have been implemented, with others underway.



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Example: Hiring and Retention of Diverse Faculty

Working Group Charge: critical examination of policies, procedures, practices, and processes for identifying, recruiting, hiring, and retaining diverse faculty, and determining gaps in the processes where bias might enter.

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Recommendations	Not Started	In Progress	Completed
Allow lecturers, clinical faculty, and researchers (including FTA, & FTE .5, and above) to serve on search committees.			✓
Require Departments to submit proof that they actually use diverse recruitment resources to recruit and consider underrepresented minority groups.			✓
Require that candidate and candidate pool information be submitted to the OEO system prior to a candidate being selected.		✓	
Require Departments to submit proof that they used diverse recruitment efforts to recruit and consider historically marginalized groups. Modify the OEO system to include an upload feature.		✓	
The University should identify a third-party resource to conduct exit interviews of historically underrepresented faculty who have left the University during the last five years.	✓		
It is recommended that the University appoint Diversity Advocates to sit on each search committee to support the hiring process. The Diversity Advocates will not be an employee within the Department for which he/she is serving as an Advocate.	✓		



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Pathway to Faculty Program

Ariel Washington, Ph.D.
Pathway-to-Faculty Fellow
Oncology

- Holds a Ph.D. in social work from the University of Kentucky.
- Her research focused on culturally informed cervical cancer screening and preventive health with the assistance of mobile technology for African American women.
- As a PFF, she will work with local organizations on HPV education and prevention throughout Metro Detroit.



Erfan Saidi Moqadam, Ph.D.
Pathway-to-Faculty Fellow
Honors College

- Holds a master's in anthropology from Islamic Azad University and a Ph.D. from the University of Kentucky.
- Research interests include race, ethnicity, religion, identity, and Middle Eastern communities in the U.S.
- His dissertation titled "Negotiating Identities: Debating authority and ethnoracial authenticity among Iranian Americans in the U.S. South" analyzes the reconstructions of Muslim identity with the predominantly Christian society of the U.S.



Nadiya I. Nacorda Loving, M.F.A.
Pathway-to-Faculty Fellow
Honors College

- Holds a master's in art photography from Syracuse University.
- An artist, photographer, and filmmaker, her work explores relationships and themes of affection, motherhood, Blackian feminine identity and subjectivity.
- First project as a PFF fellow will focus on the notion of intergenerational displacement, particularly as it relates to her own family's history of exile during Apartheid to living her family home in Detroit during the foreclosure crisis.



Pathway to Faculty is a Pre-Faculty Fellowship for individuals from historically marginalized groups who have an interest in entering the academy. Those who have doctoral, terminal master's or professional degrees and less than two years of post-graduate experience qualify. Appointments as Pre-Faculty Fellows are for 2-3 years with immediate transition to a tenure track position upon fulfillment of predetermined metrics.

Searches 2022-2023

- Art and Art History (CFPCA) - Searching
- Criminal Justice (CLAS) - Filled
- English (CLAS) - Offer
- Physics and Astronomy (CLAS) - Searching
- Public Health (CLAS) - Searching

*Not shown: Bakari Wallace, Pathway-to-Faculty Fellow School of Social Work

Pathway to Faculty
Wayne State University Graduate School

Directors: Dean Amanda Bryant-Friedrich and Associate Dean Angulique Outlaw



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In Sum

- ❖ Diversity, equity, and inclusion continue to be a strategic priority for the university, and it requires the participation of the entire campus community as well as our leaders to meet this priority.
- ❖ The work of the Office of Diversity, Equity, and Inclusion, the Office of Multicultural Student Engagement, the DEI Council, and other teams will continue to provide leadership for these efforts.



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A Perspective

"The more we do, the more we see the potential of what is possible. We are not discouraged by the enormity of what lies ahead; we are motivated by it."

~Ursula Burns, Former President of Xerox



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