

Presidential Task Force on Diversity, Equity, Inclusion & Globalization 2015–2016 Work Summary Report

On September 14, 2015, President Samuel Hoi announced to the MICA campus community the formation of the Presidential Task Force on Diversity, Equity, Inclusion & Globalization (Task Force). Together with the Power & Equity Forum (Forum), the Task Force aims to improve MICA's ability to be a diverse, global leader in art and design education. The goal is to achieve an open, honest, and in-depth campus conversation that would lead to a concrete plan to support campus diversity in a comprehensive and powerful manner. The Forum, composed of multiple constituencies on campus, functions on campus as a safe space for organic campus community discussion. The Task Force's charge, over a two-year period, is to oversee the design thinking, further research, problem-solving, decision making, larger community engagement, and the shaping of a plan for the implementation of established goals, as well as the creation of a structure sufficient to operationalize the goals.

For the academic year 2015–2016, the Task Force organized its structure and work around the following key areas: structure and support, policy, curriculum, training and awareness, and public engagement.

The first-year members of the Task Force included:

Co-Chairs

- Samuel Hoi, President
- Clyde Johnson, Assistant Dean for Diversity and Intercultural Development
- Colette Veasey-Cullors, Photography Chair

Members

- Mary Allen, Director of International Affairs
- Theresa Bedoya, Vice President for Admissions and Financial Aid
- David Bogen, Provost and Vice President for Academic Affairs
- Jenny Carson, Faculty
- Stuart Clarke, Trustee (joining mid-year)
- Wendy Jachman, Trustee
- Gwynne Keathley, Vice Provost for Research and Graduate Studies
- Vanessa Lopez, Faculty
- Natovian McLeod, Graduate Student
- Alexandra Oehmke, Undergraduate Student
- Michael Z Patterson, Vice President for Student Affairs and Dean of Students
- Shyla Rao, Faculty
- Olivia Robinson, Faculty
- Debra Rubino, Vice President for Strategic Communications
- Raúl Salley, Faculty
- Karen Stults, Director of Community Engagement
- Estevanny Turns, Associate Vice President for Human Resources
- Rita Walters, Vice President for Advancement
- Alfonso Fernandez Vazquez, Graduate Student
- James Williams, Gallery Installations Manager, Exhibitions & Adjunct Faculty

The 2015–2016 accomplishments of the Task Force are reported below by its five sub-teams:

The **Curriculum sub-team** focused their work on the following:

- Audited the program learning outcomes (PLO's) from each department with to identify PLOs that included aspects of the Task Force's goals, and in so doing discovered that the PLOs were outdated and there was a need for revised ones.
- Conducted a survey of students to identify faculty whose teaching work and approach positively reflect the goals of the Task Force.
- Developed a partnership with the Cultural Expansion Committee (CEC) to help with the formation of MICA Open

The **Hiring and Policy sub-team** focused on faculty hiring this year. With the assistance of an experienced consultant, Jesse Villalobos, identified by and engaged through the sub-team, MICA offered training workshops for faculty searches, adopted advice on best practices for hiring policies, edited faculty job descriptions to invite more diverse applicants, and engaged in discussions regarding the perceptions of diversity at MICA, and how the sub-team could be effective. Additionally, Human Resources established the technological framework to gather demographic data for faculty and staff applicants.

The **Public Engagement sub-team** focused on creating a series of campus events that would bring dynamic experts and personalities to engage the campus community in aspects of difference and inclusion in lively and substantive ways. The 2015–2016 series featured notable guests such as included Shakti Butler, Rosette Lee, Claudia Rankine, and John Waters.

The **Structure and Support sub-team** reviewed the organizational structure of the institution in an effort to address equity issues and set the tone for an audit of diversity related practices. The sub-team then solicited audit proposals from five different consultant firms and hired Gwen Dungy and Caryn Musil to audit the College's diversity efforts. The consulting team began the on campus review process in May 2016 and expects to deliver their report in late October 2016.

The **Training and Awareness sub-team** was tasked with setting an agenda on programming and training that would help faculty develop skills in working with groups of students in a variety of ways around issues of race, culture, heritage, religion, and gender identity. This included helping faculty create a more inclusive classroom and helping faculty with difficult situations with students develop strategies. This sub-team hosted the following events:

- February 13, 2016 Task Force training workshop with Jesse Villalobos to unify the team for strategic thinking on the issues pertaining to Diversity and equity.
- February 17, 2016 Faculty training session with Rosetta Lee's "Courageous Conversations: Identity, Diversity & Inclusion" workshop, in response to the faculty survey that identified the need for help concerning difficult conversations about race and identity with students in the classroom.
- March 30, 2016 Faculty/Staff training sessions with Shakti Butler's "Understanding White Culture and Privilege as a 21st Century Leadership Capacity" workshop and "Introduction to Strategic Questioning: A Strategy for Learning and Change" workshop.