



College of Business Task Force on  
Anti-Racism, Diversity, and Inclusion  
Recommendations  
Fall 2021

The College of Business Anti-Racism Task Force met several times throughout the fall and spring semesters during the 2020-21 academic year. We took stock of the diversity climate in the college, held listening sessions, and formed several subcommittees to develop recommendations. The recommendations are listed by subcommittee: Diversity and Inclusion Climate, Leadership Representation, Equity, Student Recruitment, and Faculty and Staff.

### **Summary Recommendations**

1. Make diversity, equity and inclusion a central focus of the college's strategic plan.
2. Establish a Chief Diversity Officer and a permanent Diversity, Equity, and Inclusion committee composed of faculty and staff.
3. Increase diversity representation in leadership positions.
4. Monitor the diversity climate annually, expand diversity and inclusion programs and events, and establish awards for DEI heroes.
5. Evaluate and correct pay, promotion, and opportunity gaps for faculty and staff from underrepresented groups.
6. More explicitly include diversity in hiring processes (e.g., diversity training of committees, diversity statements from candidates, increase diversity in applicant pools).
7. Make diversity data about faculty, staff and students more transparent and available.
8. Expand promotion of the college's diversity efforts to potential students from underrepresented groups through social media and other channels.

### **Detailed Recommendations**

#### Diversity and Inclusion Climate

1. Administer an annual diversity and inclusion climate survey among faculty, staff and students.
  - a. Share results of the survey with faculty, staff and students
  - b. Post on the college's website

- c. Monitor response rates
2. Establish a Diversity and Inclusion Excellence Award for faculty, staff and students.
  - a. One winner each (faculty, staff, student) awarded during the college's awards ceremony
  - b. Based on the Seminole Creed: "I will learn from and about those who are different and work to make the University inclusive."
  - c. Recipients should go above and beyond to help make the college more diverse and inclusive
  - d. Plaques and cash prizes are ideal
  - e. Nominees should submit proposals to enhance DEI within the college, then be given resources to enact their ideas
  - f. Promote via social media
3. Increase diversity and inclusion events/programs during the month of April to coincide with Celebrate Diversity Month; increase and promote diversity and inclusion events/programs throughout the year.
4. Establish a permanent DEI committee composed of faculty and staff.

#### Leadership Representation

1. Fund a new speaker series of leaders in diversity and inclusion (e.g., chief diversity officers, business leaders or governmental officials) to speak to students (similar to the Charles A. Bruning Distinguished Speaker Series). This could be organized and facilitated by a committee under the Student Leadership Council.
2. Increase the number of underrepresented persons invited for the Charles A. Bruning Distinguished Speaker Series.
3. Increase the number of underrepresented members in leadership positions (i.e., deans, chairs, and directors) within the college.
4. Promote broader participation of the college's leadership in diversity and inclusion events.
5. Create and fund a new position of Associate Dean of Diversity and Inclusion who would report directly to the dean. This would provide a single point of contact (for faculty, staff, and students) and responsibility for all DEI matters.
6. Create and fund a new position of CARE program liaison, possibly using stipend support for master's students with CARE experience. This should facilitate better recruitment, support and inclusion of CARE students in the college.
7. Increase the number of underrepresented members on external advisory boards and in their leadership positions.

## Equity

1. Host more multicultural events for students, faculty, and staff where they can establish connections with other cultures. Events could include International Coffee Hours, multicultural fairs, and other interactive events.
2. Evaluate faculty and staff pay and promotion equity by race and gender and take proactive steps to eliminate any apparent gaps.
3. Evaluate faculty grants and professorships by race and gender and take proactive steps to eliminate any apparent gaps.
4. Evaluate the distribution of awards and recognitions (e.g., Core Values, Faculty and Staff Awards) across underrepresented groups for any evidence of systemic bias and take corrective actions as needed.

## Student Recruitment

1. Review and revise webpage and print materials to include a diversity vision/statement, as well as demonstrate our commitment to DEI through awards, recognitions, images, demographic statistics, testimonials, and interviews with underrepresented employees and students.
2. Expand diversity efforts in social media to include images that showcase DEI efforts, activities, events, students, employees, and DEI awards/recognitions.
3. Improve tracking and data availability on DEI issues, for example:
  - a. Statistics on students from underrepresented groups (counts, percentages and trends by program)
  - b. Comparisons to peer institutions (with the SUS and AACSB peers)
4. Conduct graduate program information sessions targeting underrepresented students.
  - a. Could be conducted alongside other DEI events
  - b. Increase awareness of programs, options, and financing
  - c. GMAT/GRE prep sessions
5. Work with outside recruiting organizations to identify potential graduate students from underrepresented groups.

## Faculty and Staff

1. Develop a clear and intentional outreach strategy to increase the pool of diverse and talented candidates with the goal of achieving hiring and retention goals.
  - a. Mandatory DEI training for hiring managers and hiring committees
  - b. Recruit at minority professional conferences and post ads and upcoming positions in minority targeted literature, online associations, and social media pages

- c. Review job postings to include language that is more inclusive
  - d. Require a DEI statement from candidates that outlines their past, present and future contributions to promoting DEI in their professional careers
  - e. Require that hiring committees ask DEI-related questions during the interview process
  - f. Develop an onboarding process to help underrepresented faculty and staff transition into the university successfully
2. Work with the Provost's Office to allocate resources to faculty hiring initiatives which, by focusing on specific research areas and/or mentoring experiences, will result in increased hiring of faculty from underrepresented groups.
3. Re-establish a formal mentoring program where all newly hired underrepresented faculty (TT and NTT) are paired with another faculty member in the college.
4. Collect data on hiring, promotion, time in rank/position, pay, executive education opportunities, access to resources, etc.
- a. Analyze and compare across areas in the college and university; report results to promote transparency and accountability
  - b. Establish benchmarks to monitor the success of DEI recruitment initiatives to meet or exceed university levels of diversity