



September 2018

Dear Members of the Diversity and Inclusion Oversight Board,

Thank you for your service on the Diversity and Inclusion Oversight Board (DIOB) in 2017-18. Accountability is one of the most important principles underlying Brown's Diversity and Inclusion Action Plan (DIAP). The DIOB is a vital part of helping guarantee that there is clear and transparent oversight of Brown's progress in creating a more diverse and inclusive community that supports our academic aspirations.

We are writing to respond to your final report of May 11, 2018, so that it can inform the work of the DIOB in the coming academic year. As you know, this past year we altered the timing of the DIOB's work, so that you had more time to learn about DIAP progress over the course of the year and prepare your report. We also shifted the Brown University Corporation's discussion of progress on the DIAP from the February to the May meeting so that the ad hoc Corporation committee on diversity would have the benefit of reading your report. By all accounts, this new timetable worked well, and it will be continued.

One area that requires improvement is the provision of information to the DIOB that addresses the questions and concerns of its members throughout the year. The report raises a number of questions that could have been addressed through conversations with University administrators and/or data provided by their offices. During a discussion this summer with the faculty chair of the DIOB, Professor Matthew Guterl, we decided that, in the coming year, the DIOB will set a schedule of meetings with relevant people from across the University to learn first-hand about progress and areas of challenge.

### **Responses to specific points**

Your report raised a series of specific questions, concerns, and useful suggestions, and what follows is a response to each of these:

#### **Point 1: Has Brown made sufficient progress raising funds to support the goals of the DIAP?**

Yes. As Vice President Delalue's May 16, 2018, cover letter for the final DIAP report explains, as of March 2018 Brown raised over \$90 million to support DIAP initiatives, in addition to allocating over \$7 million in flexible funds held by the President and Provost. To date, we are over 60% of the way toward our original stated goal. That said, fundraising has not been even across priorities, and we have had more success with financial aid and faculty chairs than with academic programs. High-priority items that have not yet seen fundraising success, such as the diversity postdoctoral fellows,

have been added to the University's operating budget, ensuring permanent long-term support. We appreciate the priority that the University Resources Committee (URC) has placed on DIAP initiatives, including supporting the expansion of staff in the Office of Institutional Equity and Diversity and funding the diversity postdoctoral fellows and various programs at the Center for the Study of Race and Ethnicity (CSREA) and the Center for the Study of Slavery and Justice (CSSJ). More information can be found in the [annual URC reports](#).

**Point 2: Is Brown on track to achieve faculty diversity targets?**

Yes. From 2015-16 (when the DIAP was instituted) to 2017-18, the number of HUG faculty increased from 64 to 79, an increase of 23.4%. We have seen the growth of HUG faculty across the University — in the STEM fields as well as in the humanities and social sciences. We have also updated our recruitment practices in an effort to enhance our success in recruiting HUG faculty in all departments and schools. However, as the DIOB report notes, constant vigilance and attention will be required for continued success.

**Points 3 and 4: What is Brown doing to improve climate for staff, and is diversity among staff spread through all administrative grades and units?**

We agree that a focus on diversity and inclusion pertaining to staff is among the most pressing issues we face. Both of us feel strongly that Brown should be a place where all employees are treated with respect and dignity, and have opportunities for professional development and advancement within the organization. In the past two years, we have instituted a Staff Mentoring Program (in which one of us served as a mentor) and an Administrative Fellows Program, in addition to enhanced professional development opportunities on BEAR Day and Staff Development Day. In collaboration with the Staff Advisory Council (SAC), we launched two very popular new programs — First Readings for Staff and the Faculty in Focus lecture series, in which faculty from across the University share their research over lunch with staff.

However, we concur with the DIOB that much more can be done. A new climate survey to be administered in November of 2018 will provide information about whether there have been improvements in climate over the past two years. In the coming year, we will work closely with our new Vice President for Human Resources, Amanda Bailey, to assess and improve Brown's approach to professional development and ensuring that all staff members are treated equitably.

**Points 5, 7 and 8: Is as much progress being made on Departmental DIAPs as the University DIAP? And, is the work of individuals who go beyond their job descriptions to support diversity and inclusion adequately recognized?**

The DDIAPS are an essential part of the DIAP: Changes in practices and culture will not "stick" unless they are championed by individual administrative and academic units. The DIAP Annual Report highlights the extraordinary work of several departments. We want to acknowledge the efforts taking place across the University, often reflecting the efforts of exceptionally dedicated individuals. In the coming year, the successes of individual departments will be highlighted in faculty meetings and meetings of department chairs and directors. In addition, the diversity and inclusion awards, given out last year for the first time to two students, two faculty members and two staff members, will be expanded next year to include one academic department and one administrative/operational department. We continue to work with individual departments that

struggle to achieve their DDIAP goals, providing specialized trainings and assistance with recruitment efforts. We will continue this work every year. The 2018-19 DIAP report will contain a more thorough explanation of how the DDIAPS are used in departmental evaluations.

**Point 6: Is there a plan to improve the inclusion of members of our community with disabilities?**

The issue of better supporting community members with disabilities was featured in the 2017 DIOB report. Although it is a work in progress, we have moved forward in this area. Facilities Management continues to consider accessibility in all its plans for construction and renovation. The opening of a fully-accessible Freidman Hall (formerly Wilson Hall) this fall will remove one of the largest impediments to students with physical disabilities from having easy access to academic and co-curricular programs. In addition, a working group last spring launched the "[Strategic Action Plan for Web Accessibility at Brown](#)" to make all of Brown's online and web content accessible, including a major project to rebuild the Brown.edu website to bring it into full compliance with federal accessibility standards. Finally, the Division of Campus Life is nearing the end of an assessment of Student and Employee Accessibility services (SEAS) to see how services can be strengthened. Inclusion for individuals with disabilities will continue to be an area of focus in the coming year.

**Point 9: The University should re-allocate resources to areas where diversity and excellence have been most powerfully manifested.**

Currently, all academic departments cannot get approval for new faculty searches unless they have shown progress on their DDIAPs. The University now tracks all faculty searches to ensure they are actively attracting and assessing a diverse pool of candidates throughout the recruitment process. In addition, progress on diversity and inclusion is now included in all departmental self studies, strategic plans, and external reviews, as well as in the evaluations of senior administrators.

**Point 10: Will the University capture information from the senior class — which was here during the dramatic fall of 2015 — on how the DIAP has altered the lived experience of being a student at Brown?**

As we noted above, a survey in the Fall of 2018 will collect information on all individuals who were here in 2016 — faculty, staff and students — on how their experiences of Brown have changed over the last two years. We agree that tracing the experiences of seniors will be particularly useful. We also think that the occasion of the 50<sup>th</sup> anniversary of the 1968 Black Student Walkout, which will be celebrated this September with alumni, will provide a unique opportunity to contrast the experiences of two groups of individuals who, as students, drove change at Brown.

**Point 11: Will the DIOB report be released publically along with our response to the community?**

Yes. This was done last year, and this practice will continue. The annual DIAP reports, the DIOB reports, and a response from the President and Provost will be made available on the Office of Institutional Equity and Diversity's [website](#).

In conclusion, we want to thank you again for your careful attention to diversity and inclusion at Brown. We share many of the same feelings expressed in your report: pride in Brown's plans to build diversity and inclusion, excitement about our successes, a sober recognition that much work

remains to be done, and a fierce determination to meet our goals. Your efforts are essential to realizing our ambitious plans.

Sincerely,

Handwritten signature of Christina H Paxson in black ink.

Christina H Paxson  
President

Handwritten signature of Richard M. Locke in black ink.

Richard M. Locke  
Provost