Moving Forward Together

November 19, 2021 Progress Update

1.0 Increase University Accountability for Equitable Treatment of its Black Community

1.1 Hire a Chief Diversity Officer

August 2020: Appointment of Chief Diversity Officer and the establishment of the Office of Diversity and Inclusion.

November, 2020: University diversity officers representing schools and units appointed to complete membership of the University Diversity Council. Chief Diversity Officer to convene the Diversity Council.

February 2021: A search is underway for an administrator for the Office of Diversity and Inclusion and HR will launch a search for director to manage the Cultural Intelligence Initiative this year.

April 2021: The Office of Diversity and Inclusion has launched its website with direct links to supportive resources on campus, including the Cultural Intelligence Initiative, Office of Institutional Access and Equity, Office of the Chaplain and Religious Life, and Women and LGBT Center. The site also links through its "About Us" page to the "Moving Forward Together" reports that are updated in advance of each Black Unity Forum Executive Committee meeting with SMU President R. Gerald Turner.

1.2 Hire an Ombudsperson

October 2020: Maria Dixon Hall and Paige Ware met with the former Faculty Senate president and chair of the tenure and ethics committee to secure their consent to place the Faculty Senate request for a faculty ombudsperson under the Black Unity Forum (BUF) request 1.02.

November 2021: The Office of Legal Affairs has finalized the benchmark study of Ombudspersons and University charters.

1.3 Increase Black representation in hiring processes on campus

Academic Affairs:

October 2020: Maria Dixon Hall, Samantha Thomas, and Paige Ware met for an initial review of the current guidelines for faculty hiring at SMU. The guidelines are not policies, but recommended procedures and parameters that ensure that the University policies involving the

Office of Institutional Access and Equity are met. Therefore, revisions to these guidelines can be completed within the time frame prior to fall 2021.

Business and Financial Affairs:

November 2020: Developing a data dashboard to provide to vice presidents/deans/hiring managers that shows composition of current staff to increase representation in hiring process.

April 2021: Human Resources has created a guide for the staff hiring process which includes recommendations for how HR will partner with diversity officers in hiring.HR also delivered Crucial Conversations training for University diversity officers, equipping them with methods for approaching a crucial conversations, powerful ways to encourage freedom of expression and techniques to create mutual respect and understanding.

September 2021: The Department of Human Resources finalized a contract with BroadBean to distribute notices of SMU staff jobs to 19 diversity sites *(e.g. Diversity Inclusion Jobs, Women Inclusion Jobs, Veteran Job Center, US Diversity Job Search, HireBlack.com, Asian Inclusion Jobs, Hispanic Job Exchange),* as well as various local community job boards. Advertising costs will be funded through HR in partnership with the Office of Diversity and Inclusion (ODI). The department attended and presented at the ODI Diversity Officer retreat, reviewing staff search processes, changes in advertising, the Diversity Officer recruitment guide and career streams.

The Chief Diversity Officer collaborated with Human Resources and Academic Affairs to revise hiring protocols to incorporate oversight and/or inclusion of Chief Diversity Officer or unit diversity officers, including:

- Prohibition of hiring managers from serving as search managers.
- Addition of unit diversity officers on search requisitions.
- Development and implementation of training program "Searching Intelligently: Inclusive excellence in faculty searches."
- Review of all faculty recruitment plans by Chief Diversity Officer.
- Service by academic diversity officers as organizational shepherds for each faculty search.

1.4 Develop or revise written faculty tenure standards and departmental accountability processes

October 2020: All schools have submitted their updated tenure and promotion guidelines to the Office of the Provost for Faculty Success.

The Office of the Provost met with associate deans, confirming that a review will be conducted over the current academic year to prepare for revisions to Policy 2.10 (Guidelines for the Periodic Evaluation of Faculty) and Policy 2.12 (Tenured Faculty Development). Associate Provost for Faculty Success Paige Ware is conducting an inventory of all policies against a matrix to determine inclusion/exclusion of key information.

1.5 Establish clear violation protocol in Student Code of Conduct and SMU Policy Manual against acts of racial discrimination

Nov. 5, 2020: First meeting of the Student Code of Conduct review task force occurred. Members include:

- Dr. K.C. Mmeje, vice president for Student Affairs – co-chair
- Susan Howe, associate University counsel – co-chair
- Dr. Adriana Aceves – Faculty Senate student policies committee representative
- Brooke Betik – Student Senate representative
- Lexxi Clinton – Student Senate representative
- Kennedy Coleman – BUF student representative
- Jennifer Jones – BERT/BUF staff representative
- James Ramey, assistant director of student conduct and community standards
- Seun Suberu – BUF student representative

September 2021: The Student Code of Conduct review task force has:

- Benchmarked and reviewed current trends and best practices at SMU's peer and aspirational institutions regarding their student conduct policies, codes, and procedures, focusing in particular on how incidents of bias and discrimination are reported and adjudicated through student conduct codes and practices.
- Developed and administered a brief survey of Chief Conduct Officers at SMU's peer and aspirant institutions to better understand how bias-motivated incidents are addressed at each campus, and to learn whether campuses made changes to their student codes of conduct or bias incident reporting processes in response to recent social unrest.
- Assessed and reviewed existing SMU reporting mechanisms and response processes, including adjudications and resolutions, of reported incidents of student conduct which involve bias, discrimination, harassment, and "hate speech."

A comprehensive analysis of the data revealed the need to clarify and strengthen language in SMU's *Student Code of Conduct*, and highlighted the need for ongoing education efforts to raise awareness of SMU's bias incident reporting process. The Task Force has submitted to President R. Gerald Turner for his review proposed recommendations for strengthening SMU's *Student Code of Conduct* and the Bias Education Response Team (BERT) processes. Recommendations range from bolstering BERT training and education efforts, including reference of the BERT process in the *Student Code of Conduct*, and enhancing communication with complainants during the student conduct, non-discrimination, and BERT grievance processes. Collectively taken, the recommendations are designed to ensure that the *Code* more precisely reflects the University's dedication to constitutional principles while honoring its commitment to provide a safe and respectful educational living and learning environment for all of its members.

Those recommendations approved by Dr. Turner will be assigned to the appropriate offices for further study and implementation. The Task Force suggests a good faith effort to complete any revisions to the *Student Code of Conduct* or the BERT Processes by the end of fall, 2021, in

order to ensure all policy document and training materials are updated prior to the start of Spring 2022.

1.6 Establish mandatory cultural sensitivity training for faculty, staff and board members at all levels

October 1, 2020: United States Presidential Executive Order on Combating Race and Gender Stereotyping placed all CIQ@SMU Training and curricular development on hold. If order is rescinded as anticipated upon change in administration in January 2021, all training will resume in time for Greek recruitment in spring 2021.

September 2021: The Chief Diversity Officer launched an integrated training system to increase the scope and reach of CIQ@SMU curriculum that includes:

- Scheduling and completion documentation for training facilitated through my.smu.edu.
- Incorporation into the 90-day new staff training sequence.
- Deployment of a full-time ODI training coordinator to offer bi-weekly training throughout the calendar year.
- Deployment of six academic unit diversity officers as specialized trainers for academic units.

November 2021: Human Resources and OIT began in September running weekly reports of everyone who has completed CIQ training and uploaded completed training data to the Training Summary in my.smu Employee Self Service.

The Office of Diversity and Inclusion reports the following training numbers for fall 2021:

- **155 Faculty and Staff have completed *Hidden Scripts Part I***
- **265 Faculty have completed *Searching Intelligently***

1.7 Create citizen's review board for SMU PD.

November 2020: The SMU Police Department has appointed its police community advisory board and has scheduled the group's first meeting for the week of November 23. The board has four student members, a faculty member and a staff member who were all recommended by campus stakeholders such as the Student Senate, Faculty Senate and Staff Association.

2021 Voting Members of the Police Community Advisory Board:

- Judah Bell – student representative
- Jewel Boland – student representative
- Stacia Mckellum – student representative
- Jimmy Phillips, Jr. – student representative
- Johnitha Watkins Johnson – faculty representative
- Raina Watts – staff representative

February 2021: The SMU Police Department developed a new course of training mandatory for all new police officers and delivered it to all PD personnel in January. The 6- hour block of

training addresses police-community engagement, critical decision-making, crisis recognition and use of force, providing a consistent message and policy for all SMU PD personnel. SMU PD also has been chosen as one of 36 U.S. law enforcement organizations certified to teach the Active Bystandership for Law Enforcement (ABLE) program for the Georgetown Law Center. The program is designed to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention.

April 2021: The SMU Police Department has shared its 2020 Annual Report on Policing with the Police Community Advisory Board (PCAB). The report provides metrics for SMU PD in areas such as racial profiling, complaints against the police, arrest/referral/citation statistics as well as a policy and training review. The group is scheduled to discuss the report at its April 22 meeting.

September 2021: The SMU Police Department has completed two Police Community Advisory Board (PCAB) meetings and three separate informal sessions with members of the board to develop community engagement activities, identifying three main goals for fall 2021:

- Issuing a "welcome back to campus" letter to students introducing the board and encouraging participation with the group.
- Developing a Plan of action to facilitate open conversations between the board and SMU Police.
- Reviewing the annual U.S. Department of Justice community survey on policing (currently posted on the SMU PD webpage).

Members of the PCAB observed and participated in SMU PD's live scenario training in July focused on de-escalation, mental health crises, use of force and critical incidents.

SMU PD community engagement opportunities in progress or completed include:

- Engagement with Athletics, including team meetings, practices and recruiting.
- Coordination with Student Affairs' Office of the Student Experience to promote ride-a-longs and other campus involvement.
- Verbal judo training completed over the summer for SMU PD and other staff, including diversity officers.
- Outreach executed to student groups (Asian Council, Association of Black Students, Muslim Student Association, SPECTRUM, Hillel at SMU, CHAS and Greek Life, etc.) to conduct Safety and Security Workshops and discussion on campus policing.

SMU PD completed policy and training work, including:

- Four hours of training in ethical policing since the last report.
- Implementation of updated policy on Duty to Intervene, with all officers trained on this policy as part of the Active Bystandership for Law Enforcement (ABLE) program completed in June 2021.

November 2021: The SMU PD Community Engagement team has focused efforts to engage on all levels with the Association of Black Students and National Pan-Hellenic Council.

- **Members of SMU PD leadership attended ABS Bible Study sessions in October.**

- **Officers conducted outreach to the Association of Black Students to conduct Safety and Security Workshops and discussion of on-campus policing.**
- **The Community Engagement Team made a concerted effort to include Back students, faculty and staff in this year's National Night Out Against Crime. Excellent participation from Athletics students and staff helped make the event a success.**
- **SMU PD will host a forum with the Community Advisory Board Nov. 29.**

Policy and Training

- **SMU PD officers conducted 4 hours of training in homeless interactions with police. SMU PD is working with the Bridge Homeless Recovery Shelter's outreach team to try to refer these individuals before they commit crimes on campus.**
- **All SMU PD officers completed 8 hours of annual de-escalation training in September**

1.8 Establish a staff town hall meeting with President Turner

November 6, 2020: President Turner held the first annual town hall for Black staff with a virtual attendance of 78 participants.

1.9 Desired Outcome – Increase efforts to recruit, promote and retain Black tenure- track professors so they compose at least 10% of total University population of tenure-stream faculty.

October 2020: The Office of Institutional Research has created a dashboard to analyze information by rank (adjunct, clinical, tenure-track, tenured) by school.

September 2021: The Chief Diversity Officer, in partnership with Academic Affairs, established a faculty retention protocol with academic deans to respond to and guard against academic recruitment by other universities. In addition, a formal voluntary, independent faculty exit interview process has been established for departing faculty.

1.10 Desired Outcome – Reduction of reported racial profiling and discrimination by 50%.

1.11 Desired Outcome – Improve campus quality of life for SMU Black community

February 2021: The Office of the Provost announced the formation of a new university- wide interdisciplinary task force to explore and inform SMU's approach to greater social justice and equity. Led by Jessica Dixon Weaver, associate professor in Dedman School of Law, the task force will:

- Promote collaboration among professors, students, staff and the community to envision what social equity looks like on our campus, in Dallas and beyond, and to articulate SMU's role in shaping that vision.
- Review SMU's existing social justice and equity initiatives to identify potential synergies.
- Develop multiple strategic frameworks for SMU's social equity offerings and provide a recommendation on the most impactful approach.
- Identify near term sources of funding and provide a prospectus on opportunities for longer term external funding at the regional, state and national level for supporting possible initiatives, such as a center or institute.
- Explore and identify intersections between SMU and local entities that would provide public service and educational opportunities for our students.
- Generate a projected five-year programmatic calendar.

2.0 Increase Financial Aid and Work Compensation for SMU's Current and Future Black Community

2.1 Create an endowment for Black students

October 2020: Alumni Giving and Relations (AGAR) worked with Black Alumni of SMU to host *A Conversation with Spike Lee*, a one-hour pre-show for alumni donors to the Black Alumni Scholarship Fund (in conjunction with Tate Lecture Series), attended by 223 participants and raising $33,000 eligible for matching University funds.

February 2021: Additional funds raised for the Black Alumni Scholarships since the Nov. 19 update brings the total raised to just over $60,000 eligible for matching University funds. The Black Alumni Board voted in January to award seven new scholarships averaging $5,000 apiece.

2.2 Create a system of incentives for departmental recruitment and retention of Black faculty, and create additional endowed chairs

October 2020: Four faculty members are enrolled in the Spring Faculty Success Program through funds in the Office of the Associate Provost for Faculty Success.

2.3 Increase compensation of faculty members working on inclusion-focused initiatives

October 2020: The Office of the Provost discussed with deans the importance of reviewing and operationalizing workload policies at the department level to make them relevant and metrics-driven.

Provost Loboa has built into the performance-based funding model an accountability structure to ensure that each department has written guidelines by spring 2021 that will operationalize the SMU policy for workload.

The Associate Provost for Faculty Success, together with Provost's Faculty Fellow Johnitha Johnson, have begun to review systematically the research about the intersection of equity and workload policies.

November 2021:

- **All seven schools with faculty assigned to them now have approved workload procedures. These have been made available to all faculty/staff.**
- **The Presidents' Commission on the Status of Women is working with the Office of Faculty Success to develop a feedback system to help measure how the workload procedures are being used, particularly in relation to the upcoming department chair/faculty annual performance reviews.**
- **The Associate Provost for Faculty Success hosted a workshop for chairs Nov 12, "preparing for Annual Faculty Reviews," including ways to include equity and transparency as a key part of the conversations, reviews, and documentation cycle.**

2.4 Introduce a No Loan Assistance Program

- The enrollment management research group has developed a dashboard of unmet need to monitor and study the gap in financial aid packages for undergraduates by race, ethnicity, income, Pell status, athlete status, level of academic scholarship, home state/city and more.
- The associate vice president for Enrollment Management:

  - Has met with existing and potential partners from EAB, Farrell-Day, and Art & Science Group to plan a study on the possible approaches for meeting more financial need for undergraduates and the potential impact on meeting the University's strategic goals related to diversity, academic quality, retention, graduation and net tuition revenue.

  - Has reengaged SMU's financial aid task force to make recommendations for the strategic use of financial aid funds dispersed throughout the undergraduate schools and college.

  - Is working with administrators across the University to identify ways to meet more financial need of low-income students who are disproportionately students of color, including identifying targeted efforts for fundraising opportunities.

  - Has reengaged a group of staff from Enrollment Services and Student Academic Engagement and Success to guide efforts in adopting an income-based financial assistance program aimed at recruiting low-income students of color from the Dallas area.

  - Has identified three priorities for funding scholarships in FY21 to support Black student enrollment, including Mustang Excellence Scholarships for students of color, Mustang Success Scholarships for any student whose financial circumstances have been

negatively affected by the COVID-19 pandemic, and Mustang Scholars and Mustang Promise Scholars, which identify high achieving, Pell-eligible students from Dallas County.

- Purchased a dataset to allow for in-depth benchmarking with cohort, aspirational peers and Texas peer institutions on measures of financial aid.

February 2021: SMU has received a new commitment in the amount of $480,000 toward the $10 million goal for endowing Mustang Excellence Scholarships, designed to provide need-based support for underrepresented, socioeconomically disadvantaged and first- generation students.

April 2021:

- The Black Alumni Board awarded new scholarships to seven recipients at the Black Excellence Awards Feb. 27, hosted by the Association of Black Students (ABS) and Office of Student Affairs. The University matches dollar-for-dollar every donation to Black Alumni Scholarships, which are awarded to students involved in ABS.
- Dedman School of Law has created an Impact Scholarship Fund for first-generation and underrepresented students.

September 2021: SMU has received a new $2 million commitment toward the $10 million goal for endowing Mustang Excellence Scholarships, awarded to high achieving, Pell-eligible students from Dallas County.

2.5 Desired Outcome – Increase of Black student population in all schools of study until total population reaches 12%

February 2021:

- The Division of Enrollment Services has increases first-year applications from Black/African American students by 24 percent and developed a monitoring report for first-year applications from Black/African American students to understand key metrics and trends for this group.
- Cox School of Business graduate admissions has joined with Harvard, Wharton, Duke and Columbia in a diversity recruitment program to increase participation of underrepresented students in graduate business studies
- Dedman School of Law has partnered with the Dallas Bar Association to offer a new pipeline program for high school students of color in the summer of 2021 and has initiated a partnership with the Law School Admissions Council to make Dedman Law's "Black Lawyers Matter" conference an annual event.
- Lyle School of Engineering's DEI strategic plan to increase enrollment and retention of Black/African American students, develop a plan to recruit and support Black and Hispanic Faculty, and create professional development pathways for staff has been recognized by the American Society of Engineering Education.

- Perkins School of Theology has partnered with leaders from Wylie College to produce a promotional video highlighting both schools and focused on recruitment. Perkins has a memorandum of understanding with Wylie College, among other undergraduate institutions, to provide a streamlined path to graduate theological education.

April 2021: SMU has joined the American Talent Initiative, a consortium of about 150 institutions with the highest graduation rates, committed to increasing the number of students from low-income families earning bachelor's degrees from the 'best' or 'most selective' institutions in the United States.

September 2021:

- SMU Dedman School of Law hosted its inaugural Rising Scholars Program, sponsored by AT&T, intended to engage, inspire, and empower talented and diverse young people who are potentially interested in pursuing a career in law. Sixteen rising high school seniors participated in a week-long educational program that included college and law school admissions presentations, professional development sessions, mock classes, a moot court competition, and attorney panels and lunches.
- The Perkins School of Theology announced the creation of the Perkins Black/Africana Church Studies Program under the leadership of Dr. Tamara Lewis.
- The Dean's Office in the Simmons School of Education and Human Development co-funded and attended the first Juneteenth Cookout with the Cox School of Business to support the Black Graduate Student Association, which sponsored the event.

2.6 Desired Outcome – Increase five-year graduation rate of Black first-year students enrolled in SMU by 50%

February 2021: In partnership with Engaged Learning, Dedman College diversity officers Jill Kelly and John Georges are setting up a mentoring program for Black students in Dedman College, an initiative that will upon further development expand to all of Dedman College's students from underrepresented groups. Alumni and undergraduate juniors and seniors are eligible to serve as mentors, who will engage with participants in all aspects of their lives as SMU students and in their preparations to enter the workforce.

April 2021: SMU has launched its Quality Enhancement Plan, SMU-in-Four, a university-wide initiative to help students complete an SMU degree in four years. It will specifically address equity gaps in course outcomes, require SMU to consider why those equity gaps exist and what to do about them.

September 2021: As part of the SMU-in-Four initiative, the Provost's Office of Student Academic Engagement and Support has established school-specific implementation teams to address equity gaps in four- and six-year graduation rates.

3.0 Increase Opportunities for Success Offered by SMU to its Current and Future Black Community

3.1 Establish clear career paths for staff to increase retention of Black staff

October 2020: The Department of Human Resources began:

- Benchmarking peer and aspirational peer Universities' practices/programs for career paths/career development plans, succession planning, general job descriptions, search committee guides, internal job postings and diversity initiatives (job boards and job fairs).
- Developing candidate reports to provide hiring managers the diversity makeup of selected (qualified) candidates.
- Reviewing current HR training to identify opportunities to amplify the University's commitment to diversity in its workforce and leadership.
- Updating list of career/professional coaches to include a diverse list of coaches and specialties, identifying three new coaches.
- Reviewing current exit interview process, researching best practices on questions and exploring options for system.

February 2021: The Department of Human resources has completed benchmarking of 25 peer and aspirational Universities' practices/programs including career paths/career development, succession planning, general job descriptions, search committee guide, internal job postings and diversity initiatives (job boards, job fairs, hiring).

September 2021: The Department of Human Resources is finalizing the service agreement to implement JDXpert, a cloud-based platform that will provide employees and managers quick and easy access to job descriptions and career paths. This project is anticipated to run through 2022 and will allow the university to:

- Clarify how roles fit into the overall university job structure.
- Provide employees a framework and clear understanding of the career path for current and future roles.
- Provide a career development planning tool.
- Provide a structured approach to job description management.
- Improve consistency in job titles and responsibilities across the university.

November 2021: Contract finalized with JDXpert software to provide employees and managers quick and easy access to job descriptions and career paths. Kickoff meeting to occur in early 2022 with implementation expected by June 2022.

3.2 Establish a paid internship and mentorship program for Black students

November 2020: The Alumni Relations team, in partnership with the Black Alumni of SMU Board, Office of Social Change and Intercultural Engagement (SCIE) and Hegi Family Career Development Center, began the pilot phase of the first mentoring program for Black alumni and students. The initial goal for round one is to pair 10 students with 10 professionals.

February 2021: The first orientation for the Black Alumni/Black Student Mentorship Program occurred Nov. 17, 2020. Seven students have been paired with seven mentors.

September 2021: The first group of 10 students to complete the DEI Paid Internship Program for Black and underrepresented students through the Hegi Family Career Development Center reported increased student learning, increased professional development awareness, and overall program satisfaction. Employer hosts stated that student interns were highly engaged, excited to learn, and that they would recommend other employers participating in the program. Two students were paid directly through their employer, SMU alumna Courtney Caldwell of ShearShare. All other students were paid through SMU stipend from the Hegi Family Paid Internship fund.

November 2021: Six students were paired with Black Alumni for the second round of the mentorship program.

3.3 Increase representation in pivotal meetings for students and Black Unity Forum

3.4 Create a new SMU multicultural admissions recruitment program

September 2021: Forty-two admitted students, parents and alumni attended a virtual reception in April hosted by Black Alumni of SMU, a 26 percent increase in attendance over the last pre-pandemic event in 2019. The 2020 event was cancelled due to COVID.

3.5 Start a Black student/alumni summit sponsored by SMU

3.6 Desired Outcome – Improve access and create more opportunities to facilitate the matriculation of Black talent at all levels of our campus community

APRIL 2021: Dedman College has hosted 5 virtual events since the fall featuring faculty of color from different universities speaking on topics relevant to improving opportunities for Black students and faculty, with topics ranging from "Black in the Academy," to "Diverse Women in the Workforce" to "Retention of Underrepresented Faculty."

4.0 Increase Black Student-Athlete Equity and Involvement in the General Student Population

4.1 Create a mandatory racial inequality and implicit bias workshop specific to SMU Athletics

October 2020: To date, 54 current athletics staff members and coaches have completed CIQ@SMU implicit bias training, *Hidden Scripts*. Athletics will provide a minimum of two more opportunities this fiscal year for our coaches and staff. It will be mandatory to complete this training.

April 2021: *Hidden Scripts* will be available via E-learning, likely starting in May, for all SMU Athletics staff. A deadline will be set to finish this training by the end of the summer. *Hidden Scripts* E-Learning will become available for student-athletes in the late summer/early fall of 2021 as they return to campus.

September 2021: 20 members of SMU Athletics (coaches, staff, student athletes) participated in a 6-session training for institutions in the American Athletic Conference presented by the Institution for Sport and Social Justice from February-July 2021covering topics such as community building, unconscious bias and equality vs. equity. In spring 2021 Athletics began including DE&I content as part of the new staff orientation process.

4.2 Establish opportunities for SMU Athletics to serve the greater Dallas community

October 2020: Partnership began with SAAC and Dunbar Elementary to establish a three-phased virtual mentor program at this South Dallas school. Eighteen student athletes are currently participating as pen pals with 52 fourth-grade students.

November 3, 2020: Approximately 45 student-athletes volunteered on Election Day, passing out water and snacks while engaging with the community before and after voting. The student-athletes volunteered at Moody Coliseum, the Martin Luther King, Jr. Recreation Center, First Baptist Church of Duncanville and Cedar Crest Elementary School in South Dallas.

4.3 Hire a Black mental health professional for student-athletes (4.03)

November 16, 2020: Job description finalized and submitted for budgetary consideration in FY 2021–2022.t

April 2021: Working with the Office of Student Affairs, the position has been approved and a search committee will include at least one representative from the Student Athlete Council (SAC) and the Black Student Athlete Council (BSAC). The successful candidate will have expertise in providing mental health counseling/treatment to collegiate student-athletes, and have a demonstrated commitment to working with student-athletes from historically underrepresented backgrounds.

September 2021: The Counseling Center and the Athletics Department successfully completed a search for a mental health professional to serve SMU's student-athlete community. Ellicia Money, LPC, joins the Student Athlete Health and Well-Being Team effective September 7, 2021. She brings extensive experience in the provision of clinical services, consultation, outreach, programming and advocacy, and a demonstrated commitment to advancing diversity equity and inclusion.

4.4 Create access to educational classes for student-athletes

November 16, 2020: Mustang student-athletes were provided the opportunity to represent SMU by attending an upcoming University of Houston webinar called "The Game Changers" with

sports sociologist and civil rights activist Dr. Harry Edwards, moderated by LaChina Robinson, ESPN analyst.

4.5 Mandate Election Day as a day off for all athletic teams

November 3, 2020: All student-athletes enjoyed a day off with no practice.

4.6 Cease the stifling of student-athletes' academic breadth and opportunity for the sake of scheduling simplicity

April 2021: Athletics is merging the Center for the Academic Development of Student-Athletes with the Altshuler Learning Enhancement Center (A-LEC) in fall 2021. The position of Senior Director/Assistant Athletic Director has been posted and will be hired by the Provost's office this summer to lead the charge on a more cohesive academic advising strategy and approach for all 484 student-athletes.

September 2021: Student athlete academic support has been reorganized under the direction of Senior Director Teiana Jones, who will continue to work with academic departments and athletic staff to ensure that student athletes have a wide variety of academic majors available to them.

4.7 Enforce a zero-tolerance policy for racist behaviors in academic or athletic settings

4.8 Create a space for the fellowship of student-athletes beyond study hall requirements, as well as opportunities to connect with student-athlete alumni

October 2020: SMU Athletics established a pilot program to connect student-athletes with letter winners.

4.9 Desired Outcome – Create a more welcoming culture for Black student-athletes within the SMU Athletic Department

November 2020: First-year minority and international students participated in MustangsYounited scavenger hunt to increase their engagement with the larger SMU campus.

4.10 Desired Outcome – Encourage the equal development of student-athletes' academic, athletic, and career goals

4.11 Desired Outcome – Strengthen ties within the SMU Black community both within Athletics and the greater campus community.