Lyle Townhall

May 5, 2021 @ 12:00 pm

Black@Lyle Taskforce Update
Executive Summary
Prepared for:
Dr. Marc Christensen and
BlackAtSMU Lyle Task Force
Lyle School of Engineering
August 20, 2020

We want our students, faculty, and staff to feel safe and welcome at the Lyle School of Engineering at Southern Methodist University. We must create an environment that is inclusive for people from all backgrounds.
“What is the one word you would use to describe your experience at SMU’s Lyle School of Engineering?”
Diversity, Equity, and Inclusion Recommendations

1. Prioritize and measure diversity, inclusion, and belonging
   - Relationships/Connections
   - Inclusive Behavior
   - Accountability
   - Achievement
   - Talent Management

2. Create new systems, or better utilize existing systems, to insure diversity, inclusion, and belonging measures are executed and prioritized
   - Commitment/Follow-through
   - Accountability

3. Instill a sense of belonging and community into Lyle culture and foster psychological safety through open dialogue about the Black experience
   - Culture
   - Psychological Safety

4. Assess current talent management and career development systems, support mechanisms and workforce planning approaches with an emphasis on recruiting, onboarding, and development practices
   - Achievement
   - Talent Management

5. Build new capabilities: develop cultural competencies for all employees starting with the leaders, cascade training to all people leaders and hold leaders accountable for coaching and developing teams that reflect the communities that are served
   - Achievement
   - Talent Management
   - Commitment/Follow-through
   - Accountability
Black@Lyle Initiative – Spring 2021

January

1/29 - Lyle Townhall
Breakout Zoom rooms

Meetings

15 Meetings
Taskforce Leadership
Taskforce Teams
Senior Leadership
Presentations

Events

CIEE – Friday Research Days
“Centering the Marginalized Voice: Black Experiences of Racial Microaggressions within Engineering”

Research

Lyle Sub-Committee Mtg.
Lyle Strategic Plan
SMU Student Affairs
Simmons School Resources
University of Michigan

Events

NSBE Week

Initiatives

Near term projects
- Impact/feasibility
- Budget/timeline
Implementation Plan
<table>
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<th>Action Teams</th>
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<td>Faculty and Staff Culture</td>
<td>Learning, Training, Sense of Belonging</td>
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<tr>
<td>Student Culture</td>
<td>Learning, Training, Sense of Belonging</td>
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**Student Culture**

- Liana Allen
  - loallen@smu.edu
- Morgan Muir
  - mmuir@smu.edu

**Commitment, Follow-through, and Equity**

- Todd Wright
  - twright@smu.edu
- Cesar Sanchez
  - cesars@smu.edu

**Achievement and Talent Management**

- LaDonna Moore
  - lrmoore@smu.edu
- Emily Newsome
  - evernon@smu.edu

**Faculty/Staff Culture**

- Janille Smith-Colin
  - jsmithcolin@smu.edu
- Kelyn Rola
  - krola@smu.edu
Lyle wide effort and involvement… We need allies working for inclusive excellence and diversity.

Taskforce Participants
Dinesh Rajan
Jessica Burnham
Eli Olinick
Volkan Otugen
Seth Orsborn
Paul Krueger
Andrew Quicksall
Rick Duschl
Brett Story
Katelyn Godsey
Kristine Reiley
Junior Ortiz
Alexis Reynolds
Alyssa Phillips
Julie Ellis
Alisha Bailey
Elizabeth Wright
Christy Ahsanullah
Linda Parker
Alain Mota
Proposed Initiatives

Mentoring Pods *(Faculty – Staff Mentors)*

Faculty and Staff Onboarding

Book Club – DEI Learning Pods

Staff Leadership Certificate Program
*based on the Hart Center’s Graduate Student Leadership Certificate Program*

Lyle Equity Officers

Bias Education Response Team Awareness

Lyle Newsletter

Peer Mentoring

**Lyle Early Access Preview - LEAP**
What we heard from Black Students: Need for social support from other students

What we heard from Black Staff: Need for development and greater visibility in Lyle

Proposed Solution: First Year Student Mentoring Pods (Peers, Faculty, and Staff)

Objectives:
1. Retain first-year students by helping them find a “home” and form roots in Lyle
2. Provide additional employment opportunities to Lyle students to support greater persistence in Lyle
3. Increase staff and faculty engagement and support staff professional development

Features:
- 2:14 Peer mentor to first year student ratio
- Peer mentor paid positions
- Peer, faculty, and staff mentor training
- Program funding

➢ Fall 2021 – Peer Mentoring Pilot
➢ Fall 2021 or Spring 2022– Faculty/Staff Pilot
What we heard from Black Students and Staff: Need to understand unique differences and experiences and the impact of social injustices

Proposed Solution: DEI Learning Pods – Book, Podcast, Webinar Club

Objectives:
1. Create opportunities for professional development and personal growth
2. Facilitate authentic discussion with colleagues
3. Provide intentional space and time to engage with DEI topics
4. Build an inclusive culture

Features
• Structured discussions
• Facilitation training
• Small faculty/staff groups
• Program Funding

➢ Summer 2021 – Book Discussion Pilot
What we heard from Black Students and Staff: Need for structures of support to ensure success, lack of mentoring

Proposed Solution: Lyle Faculty and Staff Onboarding

Objectives:
1. Welcome new faculty and staff
2. Enable the necessary knowledge and skills to be successful
3. Build an inclusive culture and retain talent

Features
• Structured orientation
• Mentoring and coaching
• Develop systems of ongoing support

➢ Launch - TBD (Fall 2021/Spring 2022)
What we heard from Black Students and Staff: Need for education and accountability with respect to bias, microaggressions, and offensive behaviors

Proposed Solution: Awareness and Alignment - SMU BERT (Bias Education Reporting Team)

Objectives:
1. Provide support to community members who file a report
2. Conversations of accountability
3. Keep records of bias incidents and analyze trends for continuous improvement
4. Uphold SMU values

Features
• Annual presentations
• Monitoring and tracking of Lyle incidents
• Assess the need for ongoing training and learning

Fall 2021 – Launch
Next Steps

1. Second meeting with the Dean’s Office, May 10
2. Reorganize taskforce
3. Develop implementation plans
4. Student involvement

First – Year Student Mentoring Pods
Peer, Faculty and Staff Mentoring

• Lyle base (centers and/or institutes? departments? dean’s office?)
• Program planning (events, logistics)
• Mentor training (leadership, allyship, effective peer mentorship)
• Funding
• Assessment

Book Club – DEI Learning Pods

• Lyle base (committee? offices? volunteers?)
• Reading lists and topics
• Facilitation guides and training
• Professional development aligned with performance evaluation

Faculty and Staff Onboarding

• Structure
• Best practices and coordination with SMU HR
• Program design
• Professional development aligned with performance evaluation

BERT Awareness

• Logistic
• Assessment