

# *Moving Forward Together*

April 22, 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.

### **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.

#### **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

#### **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.

#### **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.

**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.

**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:

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- 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 Loba 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.

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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.

### 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](#)

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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.

## **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 increased 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.

## **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.

### **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).

#### **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, 2021. Seven students have been paired with seven mentors.

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

#### **3.4 Create a new SMU multicultural admissions recruitment program**

#### **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.”

#### **4.00 Increase Black Student-Athlete Equity and Involvement in the General Student Population**

##### **4.01 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.

##### **4.02 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.

##### **4.03 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.

##### **4.04 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.

#### **4.05 Mandate Election Day as a day off for all athletic teams**

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

#### **4.06 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.

#### **4.07 Enforce a zero-tolerance policy for racist behaviors in academic or athletic settings**

#### **4.08 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.

#### **4.09 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.**