UA Faculty Senate
Diversity, Equity, and Inclusion Sub-Committee
2022-2023 Report

1. The UA Faculty Senate DEI sub-committee regularly met during the academic year 2022-2023 according to the following calendar:

08/23/2022
09/27/2022
10/25/2022
11/29/2022

DEI Summit, 12/01/2022

01/24/2023
02//28/2023
03/28/2023

DEI Breakfast, 04/21/2023

2. During our first meeting we established the committee's goals for '22-23 as follows:

   o Create a network among DEI Departmental Committees on campus
   o Create a database of external funds and grants for diversity groups/initiatives
   o Promote DEI / sensitivity training and Safe Zone training
   o Collaborate with the DEI Division, the Intercultural Diversity Center, and the Safe Zone Resource Center

3. Collaboration with the DEI Division:

Our collaboration with the DEI Division and Dr. Taylor began in Fall 2022. At our October meeting, Dr. Taylor shared with us the results of the DEI Inclusive Campus Town Hall, which was conducted by her office in September among students on campus. The main issue we discussed was how to create an Inclusive Classroom and how to organize workshops for faculty. The committee informed Dr. Taylor that there is a lack of DEI attention toward faculty on campus. Among the proposals that the committee advanced were a DEI Faculty Mentoring Project and a DEI Faculty Summit. The first DEI Faculty Summit was run by Dr. Taylor (December 1, 2022). A second summit, the DEI Faculty Breakfast, was led by the co-chairs of the DEI sub-committee with the collaboration and support of the DEI Division (see below #5). Among the issues discussed during our meetings with Dr. Taylor were microaggressions on campus, hate speech, and the divisive topic bill.

4. Statements by the DEI sub-committee:

The committee wrote two official statements over the academic year connected to two different issues. The first statement was the response to the antisemitic chalking that appeared on campus on January 25 and 26, 2023. The statement was published on the Faculty Senate page as follows:

> The University of Alabama Faculty Senate unequivocally condemns the antisemitic messages scrawled on campus sidewalks on the morning of January 26, 2023. We respect and stand in solidarity with our Jewish students, staff, and faculty and renew our pledge to cultivate a campus community that rejects hate and fosters equity and inclusivity. We support the University's investigation and commitment to hold the culprits accountable, ensuring the safety of our Jewish students and colleagues.
>
> Approved by the Faculty Senate Steering Committee per the Faculty Senate Constitution, Article II. Section 2. Steering Committee
>
> January 27, 2023

The second statement was written to encourage the University to allow employees to use their professional last names. While gender and first names can be chosen by UA staff and faculty, they are only permitted to use their legal last name. The DEI sub-committee addressed this problem to the Steering committee and to the IT & Strategic Communications sub-committee as follows:

> Request: The Faculty Senate of The University of Alabama requests that the University negotiate with Ellucian—the vendor that provides the University with its enterprise resource planning system, Banner—to enable UA community members to use a "preferred last name."
>
> Information: The University of Alabama currently relies upon Banner, an enterprise resource planning system provided by Ellucian, as its "source of truth" for authenticating and automatically populating directory information in dozens of systems across campus—from Human Resources and tax systems to course directories and email systems. Banner currently does not allow for faculty, staff, or students to use a preferred last name in these systems.
>
> This is a problem for UA community members who get married and legally take their partner's surname. It is common for faculty to use a professional name (often a maiden name) when publishing and promoting their research and creative work. Currently, faculty are required to use their current legal last name in all UA systems, including many public- and student-facing ones. This causes confusion for students, colleagues, and the public who are more accustomed to identifying those community members by their preferred name. This problem disproportionately impacts and discriminates against women, who face cultural and social pressures to take the surnames of their spouses. Enabling preferred last names ensures equity for all campus community members.
>
> We understand that UA cannot make this change alone. Ellucian can currently add a preferred last name option on Banner (it already does so for first names). If Ellucian is unwilling to do so, we request that UA seek out other vendors capable of meeting our community's needs.

The IT & Strategic Communications sub-committee has informed the DEI sub-committee that this statement should now be modified because there may be the opportunity for faculty and staff to decide which last name to use on campus. The DEI sub-committee has to write a different statement to HR to ask for this change.

5. DEI Faculty Breakfast:

The DEI Faculty Breakfast was held on April 21, 2023. It was led by the two DEI sub-committee co-chairs and supported by the DEI Division. The breakfast was a great success with more than 60 participants from different UA departments, committees, and centers. In addition to providing questions to stimulate the discussion among participants, the co-chairs prepared a survey that was collected at the end of the meeting. This survey will be used for future events and collaboration between the Faculty Senate DEI Sub-committee and the DEI Division. The purpose of this event was to open a space and create a DEI network among faculty and staff on campus. Please find attached the program of this event.

University of Alabama
Faculty Senate
Sub-committee for Diversity, Equity and Inclusion (DEI)

Dr. Sheila Black, Co-chair (sblack@ua.edu)
Dr. Thomas Herwig, Co-chair (tsherwig@ua.edu)
Dr. Alessandra Montalbano, former Co-chair (amontalbano@ua.edu)
Dr. Christine Taylor, Associate Provost for DEI (christine.taylor@ua.edu)

DEI-Breakfast
Friday, 04.21.2023, 8:30 a.m. – 11:00 a.m.
Bryant Conference Center
Central Room

8:30 a.m. – 9:00 a.m.
Informal Get Together

9:00 a.m. – 10:30 a.m.
Greetings: Dr. Montalbano, Dr. Taylor, Dr. Herwig
Group Discussions

10:30 a.m. – 11:00 a.m.
Informal Ending

Discussion Questions:

1. In which context are you already involved
in projects and initiatives related to DEI?

2. Based on your experiences, what are currently the most urgent challenges related to diversity, equity,
and inclusion on campus?

3. Do you think that UA is providing the information and infrastructure as institutional and financial
support necessary to respond to DEI related issues appropriately and effectively?

4. In which area and in which way could FS and its DEI
sub-committee be useful and helpful in the future?

University of Alabama
Faculty Senate
Sub-committee for Diversity, Equity and Inclusion (DEI)
DEI-Breakfast on Friday, 04.21.2023

Survey
(Please fill in the form and put it in the assigned box!)

Ideas and Suggestions for the FS DEI sub-committee
Thank you for your support!

1. You are already involved in DEI related activities on campus:

_____
_____
_____

2. Please name areas and challenges related to DEI important to you specifically:

_____
_____
_____

3. In which areas should the FS and its DEI sub-committee become more engaged and in which ways?

_____
_____
_____

4. Which kind of initiatives and events would you like to see encouraged and performed by the FS and its DEI sub-committee?

_____
_____
_____