

Dr. Stella Silva, Assistant Vice President, DEI

What I want to do today is just give you an update on some of the initiatives that we're working on not only with talent acquisition, but also from my role as interim Chief Diversity Officer. And then if you have questions afterwards, feel free to ask. So, the first thing I want to talk to you all about is the J.E.D.I. program and that is the program where we centralized wonderful training that that's already taking place here at Texas State and what we're doing is slowly adding to the program. So, the J.E.D.I. stands for Justice Equity, Diversity, and Inclusion. Just to let you all know we are going through a rebranding because due to copyright issues we're making sure that J.E.D.I. has no resemblance to any kind of Star Wars or galactically type of Information. So, it's going to be a star. It's just star, and it has waves, you know, to represent the river underneath. So, we went through the rebranding. We also had to have a period after each letter because it's an acronym stands for justice Equity, Diversity, and inclusion. And the exciting part is that on January 29 we have 10 mostly staff members, but a few faculty members in there, who have completed the J.E.D.I. program and done all the training for track one. They're either receiving a certification a certificate. We're really excited about that and we currently have 163 faculty and staff were enrolled in that program. If you're interested in that particular program you can go to our Equity and Inclusion page. That's an also an update, So, as you all know, Equity Inclusion also included Title IX but now that Bobby Mason, who is our chief compliance officer and supervises Title IX, we're splitting up our website. So, we're in transition. And we're trying to make it as smooth transition as possible. So, you may hear people saying, well, I can't find this, and it can't find that but equity and inclusion. So, this is the Office of ECHO equal opportunity and Title nine. So, this has the information. Some of our information is still on this website. And so, as you can see the Texas monarch center for immigrant students, J.E.D.I. program, those will all be moved over to our new website which we're currently building with the contractor which hopefully be done by February 15. Also, on our new website for Institution Inclusive Excellence Faculty and Staff Initiatives will be the Talent Acquisition portion that was moved out from HR into our office for recruiting purposes and ensuring that we have the most inclusive campus as possible. So, the Bobcat J.E.D.I. program. We have 163 registrants. If you're interested in that particular program you can go to this website that is on the screen. The next update I want to give you all is regarding the executive order 13950 which is combating race and sex stereotyping, which was issued by the last administration well soon to be the last administration and It basically mandated a review of diversity training by federal contractors. We are considered a federal contractor, because we have several federal contracts including Pell grants and different forms of financial aid. What we what we did was formed a subcommittee consisting of myself, Dean Brennan, Dr. Scott Bowman. Lynne Anne Brewer, and Candace Hastings. What we would do is review the diversity training, so, people would submit that to us to review before they actually implemented the training. On December 22 there was an injunction filed to put a halt to the executive orders. Right now, we're in consultation with general counsel to see if we can get the go ahead to allow people to continue on with diversity training without having it be reviewed. So, we'll give you an update but for now, we still are tentatively reviewing training. So please continue to send those to us. You're probably heard the news, but we do have a civility policy posted on the Texas State website and that is UPPS 01.04.07. We are currently in the process of working on an anti-bullying policy. The civility policy was a recommendation by the LGBTQIA Network and Advisory board, and they included initially the anti-bullying policy. However, some feedback from Staff Council, Faculty Senate and other entities recommended that we move the anti-bullying policy into a different policy. So, we're in the process of producing that. We have a draft Lynne Ann Brewer put together, so I'll be working on that this semester. We also have a naming

committee, so that is chaired by Dr. Scott Bowman, and Dr. Gloria Martinez and this committee is working, to submit recommendations for names for distinguished individuals from the Hispanic Latinx and black community to rename two residence halls and two streets one in Round Rock and one, I believe at Star Park. The committee will be submitting the recommendations for review for the Council for Inclusive Excellence at the February 19 meeting. We also have a Diversity Training Committee, which is chaired by Dr. Benjamin Martin and this committee is benchmarking institutions who are providing diversity training to both faculty and staff to see if at those institutions that diversity training is a requirement. If yes, what does that look like. What they will be doing is submitting a recommendation to the cabinet and President to determine whether diversity training should be mandated for faculty and staff here at Texas State and if yes, what would that look like. The Council for Inclusive Excellence, chaired by myself and Dr. Sherri Benn, meets once a month till the end of the semester. And so currently what one of the recommendations from the Council is regarding the terms diversity, equity inclusion and accessibility. So one of the one of the recommendations we've embraced is instead of saying D, E and I an easier way to say it would be DEIA (pronounce day-uh) because what we're doing is adding an A to the end of that. So it stands for diversity, equity, inclusion, and accessibility. So, we wanted to add that term in order to be more inclusive. Another recommendation from the Council from last semester was that we're in the process of producing common definitions for diversity, equity Inclusion and identity and tailoring those to Texas State. And so we wanted to use it as a resource so that other entities across Texas State can use those definitions, but also as an update for our new website and in the talent acquisition and the CDO part of our website. We will be posting resources for various individuals across Texas State to us, whether it's definitions, whether it's recommendations for training, we're just, we're finding that people are on board. They want to make Texas State and more inclusive. So, we want to provide resources for them and then let me see the last update is that we've contracted Life Anew. It's a restorative justice consultation agency and they will be in the spring starting a cohort of focus groups to discuss various issues here at Texas State and provide feedback so you may or may not be part of a cohort the affinity groups or cohorts, there's different cohorts across the campus. As you can imagine, we are contracting this this company and it's very expensive. So right now what we're trying to do is address faculty, staff, and students concerns specifically related to the last year and other issues/incidents that have happened across campus. The way different constituents here at Texas State are feeling so we wanted to address those so Life Anew will be on campus., currently online, but eventually on campus and conducting these cohort groups to provide feedback. And then what they're going to do is provide a restorative justice types of methodologies that we can use in order to be better communicators and to address issues here at Texas State, be more transparent about what Texas State is doing, how we're engaging with our students and with each other. And I think that is the current update so if anybody has any questions, I'm more than happy to answer any questions if I have the answers. If not, I can always come back and provide any additional information for you.

Questions

Question One: Relating to the Jedi program and some of those training initiatives: We have a number of long-standing Texas State staff members who were trained on some of these various topics maybe several years ago. Can you talk about what that timeline looks like for individuals who maybe did those trainings, a while back. Is it something that they're encouraged to retake?

Stella Silva: We were accepting credit for training as of January 2018 however that is because there are some trainings that are only offered once a year. So, if someone's wanting to complete the program

that's going to take them several years, especially if for some reason the training was skipped this past year or maybe next year. So it really depends on the trainer. So what we're doing in the Jedi program is actively reaching out to the trainers to see if there's any assistance that we can offer to help them offer the training more often. For example, you know, so say for the Allies program. Sometimes it's twice a semester. Sometimes it's one semester is just depending on the availability of the trainers and of course that is not their full time job.

Question Two: Something kind of just related to the first question, sometimes it's a challenge to be able to identify those training opportunities as they come up and, hopefully that your staff are available for those time frames. Can you maybe speak a little bit to some of the opportunities where you can schedule a specific session for your office and also maybe to kind of answer one of the questions in the chat. Are there any options that can be done in sort of an offline manner that don't necessarily require committing to a specific day and time.

Stella Silva: Yeah, so we've included in the Jedi program LinkedIn learning. There's some we're slowly adding more online training because we do realize it's a little bit difficult for people to complete this. So we are substituting some of the training for similar types of training on LinkedIn learning. And so we're slowly adding other types of training. We are encouraging our trainers to produce an online version of their training. However, as you can imagine, in some of the training, it includes very sensitive topics. And so people are wanting to have discussion. They don't want that recorded. They don't want. They just want to ask questions and be able to be given an opportunity to engage in a conversation that may be really a difficult conversation. So we're trying to do that as much as possible when it's appropriate.

Question Three: One other thing that just came in as well and it's in regard to some of the different inclusive initiatives and some of the affinity groups and I know sometimes, trying to figure out where exactly to find contact information for those groups. If a staff member is interested in getting in touch with one of the affinity groups, do you have a recommended place or specific location to get their information.

Stella Silva: So currently we have the Equity and Inclusion website or the one that that was pulled up with which is the compliance website right but we also have the inclusion and diversity website. And what we're trying to do is migrate all of the Chief Diversity Officer information to that website and that currently has the affinity groups, it should have the affinity group contact information. I can check on that to make sure that it does contain that information and then. Currently we have LGBTQ or alliance, and then there's Hispanic Policy Network, Coalition of Black Faculty and Staff, and then we're including the faculty of color. So we have the Talent Acquisition Inclusion and Retention (office) so the retention part is what we will probably in the future working very closely with Staff Council on because we're wanting to look at ways outside of those the affinity groups to connect with the TXST community. So we're moving from trying to organize our office to implementing retention programs.