

June 29, 2020

To Stevens Faculty and Staff:

On June 8<sup>th</sup>, 158 Stevens staff and faculty participated in a facilitated community conversation, *Standing Together and Standing Against Racism* where there was candid sharing of experiences and perspectives and palpable support for colleagues. At the close of this meeting, co-hosts Susan Metz and Maria (Sin) Ouckama, AVP of Human Resources, committed to exploring further actions to strengthen diversity, equity, and inclusion (DEI) at Stevens.

On June 23<sup>rd</sup>, four goals accompanied by an initial set of recommendations based on feedback from the June 8<sup>th</sup> meeting, input from an ad-hoc working group consisting of academic and administrative leaders, and best practices were presented to President Nariman Farvardin and Stevens Vice Presidents. Goals and actions below were endorsed by the University leadership. In addition, a major focus on expanding Stevens [ACES](#), an initiative to provide generous scholarships and other support to underserved and underrepresented minority (URM) students at Stevens, was added, which has also been unanimously endorsed by the Stevens Board of Trustees.

- Increase knowledge and discourse on topics relating to racial discrimination.
  - Work with SES, SSE, SoB, and CAL to incorporate relevant diversity topics within curriculum, academic materials, and learning outcomes.
  - Implement relevant professional development, education and training for leadership, faculty and staff.
- Assess employee populations data, policies and practices through a diversity, equity, and inclusion lens.
  - Review and assess populations, policies, processes and practices for faculty and staff hiring and promotion.
  - Conduct a combination of listening forums, surveys and focus groups of underrepresented faculty, staff and students to understand their experience at Stevens.
- Use qualitative and quantitative data to drive initiatives to improve racial equity, diversity and inclusion across Stevens.
  - Establish a President-appointed task force to review Stevens' qualitative and quantitative data, and develop recommendations based on best practices.
- Implement actions in the short term.
  - Expand and strengthen Stevens ACES (Accessing Careers in Engineering and Science).
  - Establish a University-wide academic seminar-series on race and inequality.

- Frame discussion of first year student 2020 summer read around issues of race, class and science. *What the Eyes Don't See: A Story of Crisis, Resistance, and Hope in an American City* by Hanna-Attisha.
- Provide administrative and academic leaders with demographic data of employees in their division.
- Include an appropriate qualitative diversity goal in objectives letter of administrative and academic leaders.
- Work with faculty to identify actions to take both in and outside the classroom which can be included in the new outreach category in the Faculty Activity Report (FAR).
- Add a diversity leadership category for faculty and staff in the *Excellence in All We Do* awards.
- Include underrepresented minority scholars and leaders among speakers participating in Stevens events and seminars.
- Engage faculty and staff in student sponsored cultural events and celebrations that occur at Stevens.
- Develop a high level Diversity & Inclusion website for Stevens.edu

Timelines, resources required and persons accountable for specific actions are being identified. Updates will be posted on the Stevens website and you will receive notification when they are available.

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Office of the President

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