

1.1 ~~HD~~

~~2020~~: Appointment of Chief Diversity Officer and the establishment of the Office of Diversity and Inclusion.

~~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.

~~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.

~~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 ~~HD~~

~~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.

~~2021~~: The Office of Legal Affairs has finalized the benchmark study of Ombudspersons and University charters.

1.3 ~~HD~~

~~2021~~

~~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

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1.6 ██████████ ██████████

██████████, 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 If order is rescinded as anticipated upon change in administration in January 2021, all training will resume in time for Greek recruitment in spring 2021.

██████████2021: The Chief Diversity Officer launched an integrated training system to increase the scope and reach of CIQ@SMU curriculum that includes:

- Scheduling and completion documentation for training facilitated through my.smu.edu.
- Incorporation into the 90-day new staff training sequence.
- Deployment of a full-time ODI training coordinator to offer bi-weekly training throughout the calendar year.
- Deployment of six academic unit diversity officers as specialized trainers for academic units.

██████████2021: Human Resources and OIT began in September running weekly reports of everyone who has completed CIQ training and uploaded completed training data to the Training Summary in my.smu Employee Self Service.

The Office of Diversity and Inclusion reports the following training numbers for fall 2021:

- 155 Faculty and Staff have completed *Hidden Scripts Part I*
- 265 Faculty have completed *Searching Intelligently*

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1.7 ██████████

██████████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
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- Implementation of updated policy on Duty to Intervene, with all officers trained on this policy as part of the Active Bystandership for Law Enforcement (ABLE) program completed in June 2021.

2022:

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ProgressUpdate6

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.

2021: SMU has received a new \$2 million commitment toward the \$10 million goal for endowing Mustang Excellence Scholarships, awarded to high achieving, Pell-eligible students from Dallas County.

2022:

2.5 M – 2021
 12%

2021:

- The Division of Enrollment Services has increases 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 ha fo3 (f)3 (h)-10 (aU2 (S)2(

seniors participated in a week-long educational program that included college and law school admissions presentations, professional development sessions, mock classes, a moot court competition, and attorney panels and lunches.

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3.0 ~~Progress~~

~~High~~

3.1 ~~Initiatives~~

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.

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).

2021: The Department of Human Resources is finalizing the service agreement to implement JDxpert, a cloud-based platform that will provide employees and managers quick and easy access to job descriptions and career paths. This project is anticipated to run through 2022 and will allow the university to:

- Clarify how roles fit into the overall university job structure.
- Provide employees a framework and clear understanding of the career path for current tr41 (a)4 tin72 -1.

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.

2021: The first orientation for the Black Alumni/Black Student Mentorship Program occurred Nov. 17, 2020. Seven students have been paired with seven mentors.

2021: The first group of 10 students to complete the DEI Paid Internship Program for Black and underrepresented students through the Hegi Family Career Development Center reported increased student learning, increased professional development awareness, and overall program satisfaction. Employer hosts stated that student interns were highly engaged, excited to learn, and that they would recommend other employers participating in the program. Two students were paid directly through their employer, SMU alumna Courtney Caldwell of ShearShare. All other students were paid through SMU stipend from the Hegi Family Paid Internship fund.

2021: Six students were paired with Black Alumni for the second round of the mentorship program.

3.3 ~~Program~~ in

3.4 ~~Event~~

2021: Forty-two admitted students, parents and alumni attended a virtual reception in April hosted by Black Alumni of SMU, a 26 percent increase in attendance over the last pre-pandemic event in 2019. The 2020 event was cancelled due to COVID.

3.5 ~~Event~~ ~~Event~~

3.6 ~~Event~~ - ~~Event~~ ~~Event~~ in

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.”

4.0 ~~Event~~ - ~~Event~~ ~~Event~~

4.1 ~~CIQ@SMU~~ ~~CIQ@SMU~~

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.

2020: 20 members of SMU Athletics (coaches, staff, student athletes) participated in a 6-session training for institutions in the American Athletic Conference presented by the Institute

April 2021:

2020: SMU Athletics established a pilot program to connect student-athletes with letter winners.

2022: 4.9% of students participated in the program, up from 4.9% in 2021.

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2020: First-year minority and international students participated in Mustangs United scavenger hunt to increase their engagement with the larger SMU campus.

4.10% of students participated in the scavenger hunt, up from 4.10% in 2021.

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