



CHSS Inclusive Excellence Plan Town Hall



College of Humanities
and Social Sciences

October 27, 2021

George Mason University Land Acknowledgement

At the place George Mason University occupies, we give greetings and thanksgivings

- **to these Potomac river life sources,**
- **to the Doeg ancestors, who Virginia annihilated in violent campaigns while ripping their lands apart with the brutal system of African American enslavement,**
- **to the recognized Virginia tribes who have lovingly stewarded these lands for millennia including the Rappahannock, Pamunkey, Upper Mattaponi, Chickahominy, Eastern Chickahominy, Nansemond, Monacan, Mattaponi, Patawomeck, and Nottaway, past, present, and future, and**
- **to the Piscataway tribes, who have lived on both sides of the river from time immemorial.**

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Agenda for today

1. Welcome from Dean Ann Ardis and the CHSS DEI Team
2. Overview: Anti-Racism and Inclusive Excellence at Mason and in CHSS
3. CHSS Inclusive Excellence Plan
 - Phase 1 (AY 2020-2021)
 - Phase 2 (AY 2021-2022)
4. AY 2021-2022 IE SMART goals, resources, and support
5. Community discussion



WELCOME from Dean Ann Ardis

WELCOME from the CHSS DEI Team

Dr. Jaime Lester (she/her/hers)

Professor of Higher Education

CHSS Associate Dean of Faculty Affairs and Strategic Initiatives

Dr. Christy Pichichero (she/her/hers)

Associate Professor of French and History

Affiliate: African and African-American Studies, Women and Gender Studies; Center for Mason Legacies, War and the Military in Society

CHSS Director of Faculty Diversity

Dr. Xiaomei Cai (she/her/hers)

Associate Professor of Communication

Associate Chair, Department of Communication

CHSS Equity Advisor

Dr. Cesar Rebellon (he/him/his)

Professor of Criminology, Law, and Society

CHSS Equity Advisor



Anti-Racism at GMU

- **Anti-Racism at GMU**: identify, describe, dismantle
 - President Gregory Washington's announcement of July 23, 2020: GMU **Anti-Racism Task Force**
 - “We need to know where systems, practices, and traditions of racial bias exist at George Mason University so that we may eradicate them.”
 - “We must build intentional systems and standards of anti-racism that will keep racial injustices from regenerating.”
 - GMU “to emerge from this exercise as a local, regional, and national beacon for the advancement of anti-racism, reconciliation, and healing.”



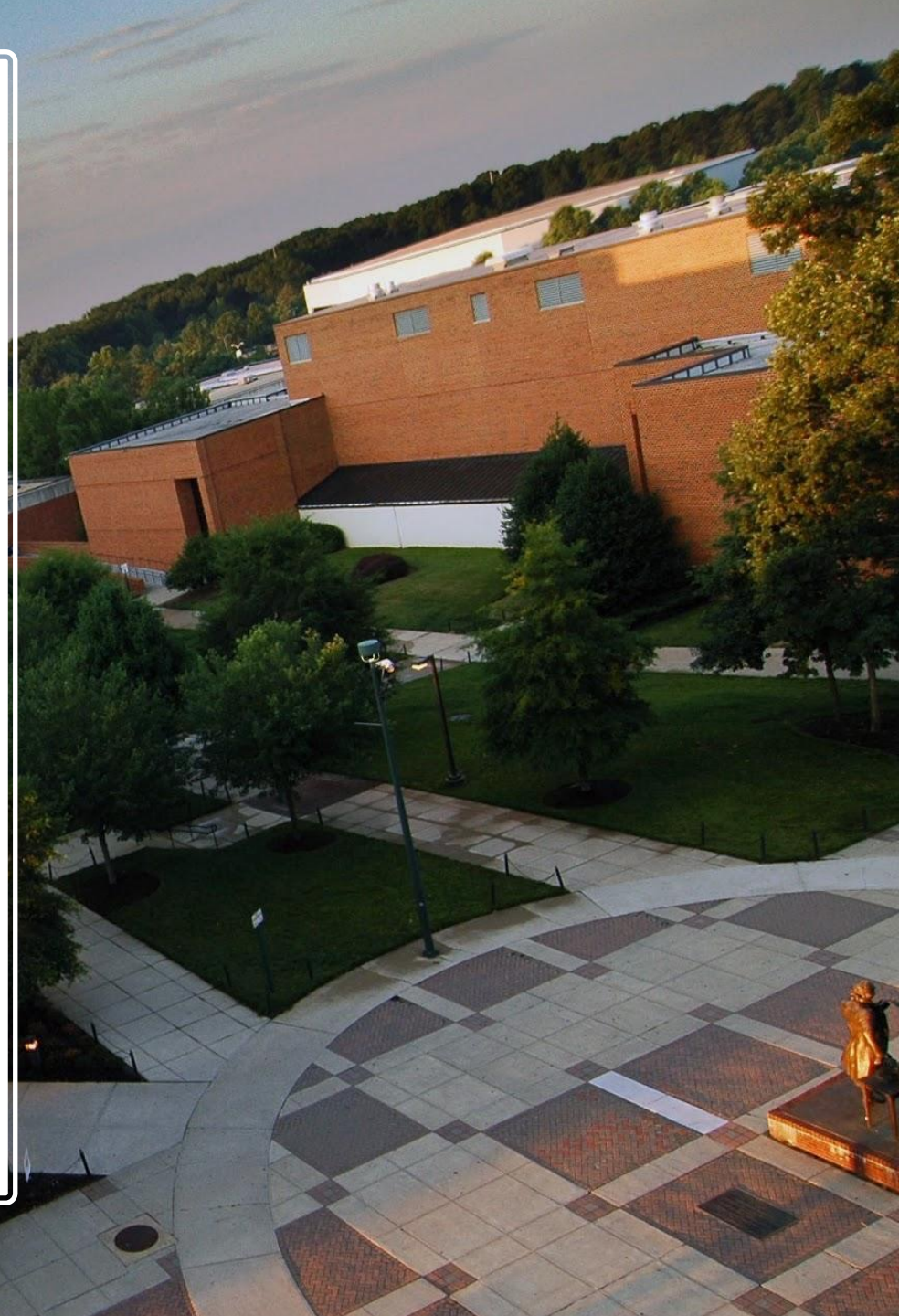
Anti-Racism at GMU

- **Anti-Racism and Inclusive Excellence (ARIE) Task Force**
 - Task Force Chairs: Dr. Wendi Manuel-Scott, Shernita Parker
 - Executive Steering Committee
 - 6 Task Force Committees (University Policies and Practices, Research, Curriculum and Pedagogy, Student Voice, Campus Community and Engagement, Training and Development).
 - **CHSS representation and leadership. Thank you!**
 - Full reports → 3 Recommendations Per Committee
 - 2 Town Hall Discussions (2/23, 3/4)
 - **Website: arie.gmu.edu**



Anti-Racism, Diversity, and Inclusive Excellence

- **Anti-Racism, Diversity, and Inclusive Excellence in CHSS:**
 - **CHSS Inclusive Search Process**
 - **CHSS DEI Team**
 - **CHSS Inclusive Excellence Plan**



College of Humanities and Social Sciences



CHSS Inclusive Excellence Plan Academic Years 2021-2024

Inclusive Excellence

Historically, this type of “initiative is designed to help campuses:

- (a) integrate their diversity and quality efforts,
- (b) situate this work at the core of institutional functioning, and
- (c) realize the educational benefits available to students and to the institution when this integration is done well and is sustained over time.”

CHSS IE Vision

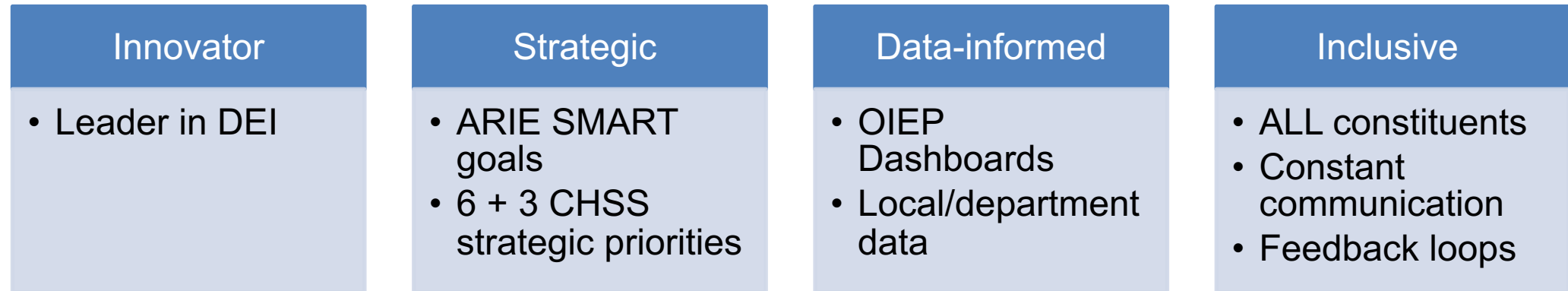
- CHSS is committed to being a **courageous leader**
- CHSS will serve as an **exemplar**
- We will **collaborate** within the college and with stakeholders across the university to make inclusive excellence the responsibility of all individuals and units
- CHSS and Mason are places where students, staff, and faculty of all backgrounds **feel welcome, safe, and thrive.**

CHSS IE Values

*The CHSS Inclusive Excellence Plan is built on five pillars or core values: **diversity, inclusion, equity, anti-racism, and civility**. Our overall college goal is to serve as an exemplar of inclusive excellence by centering diversity, equity, anti-racism, and inclusion in all our spaces, practices, and communities as we continue our pursuit of outstanding research, teaching, and service.*



CHSS IE Plan Change Framework



CHSS IE Plan Goals



Curriculum, Recruitment, and Student Success



Staff and Faculty Training and Development



Research



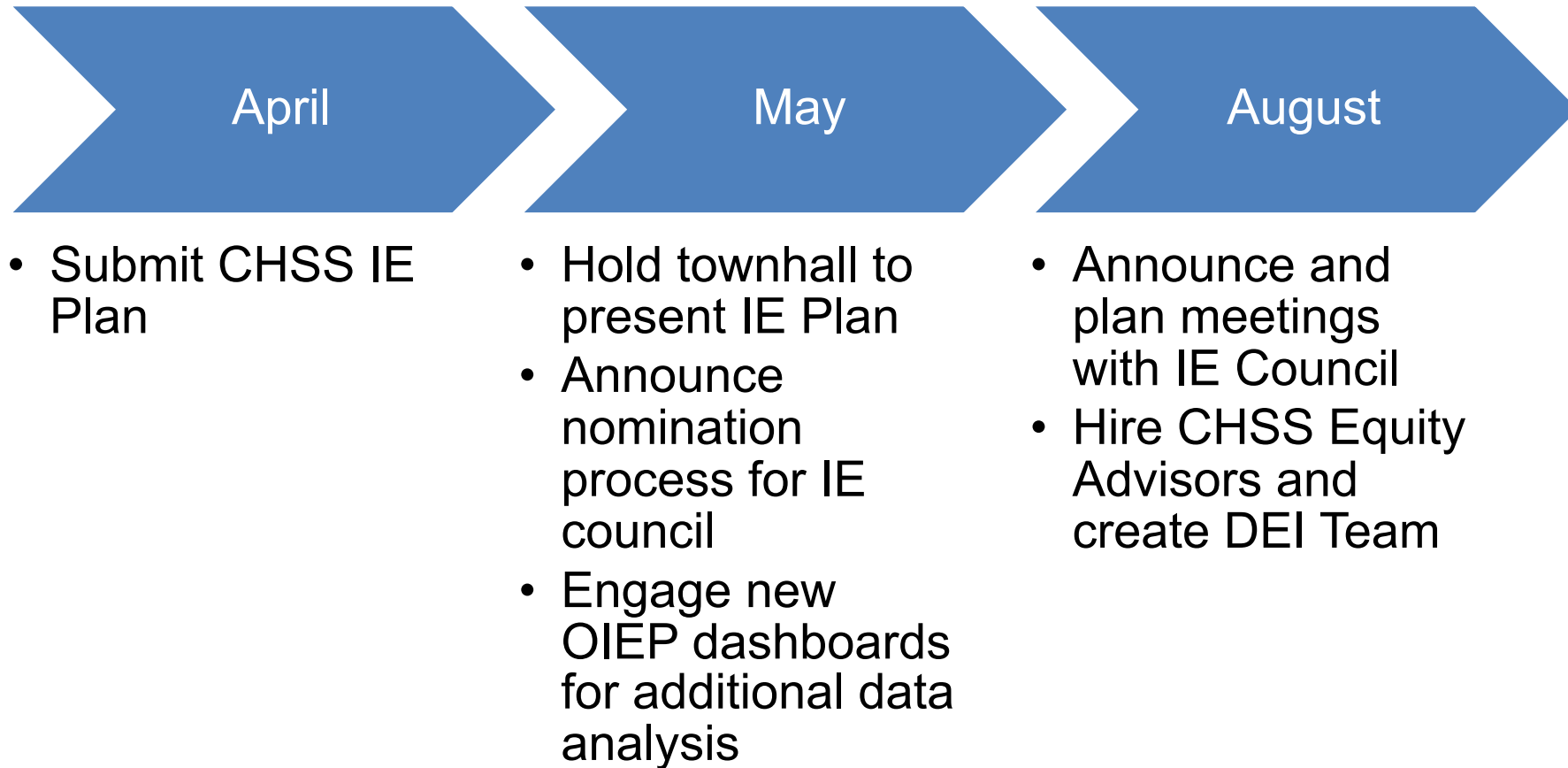
Faculty and Staff Recruitment and Hiring



Campus and Community Engagement



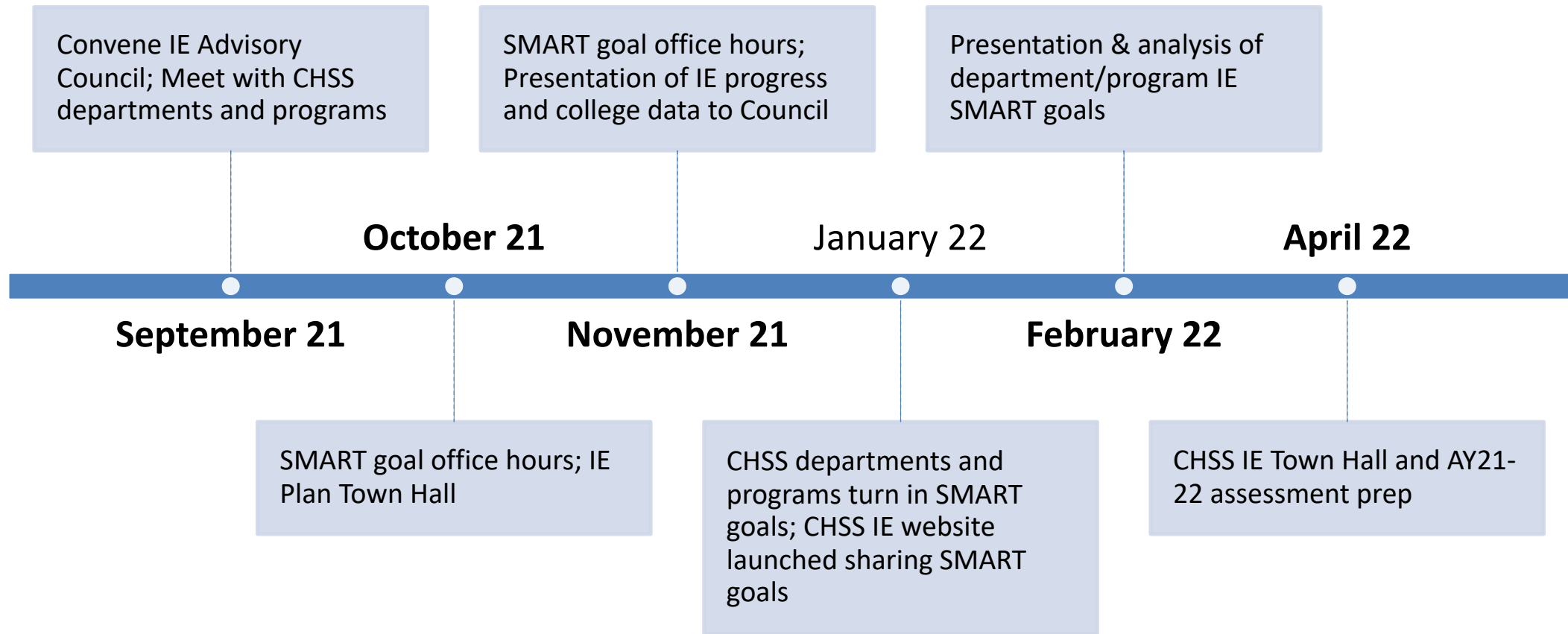
CHSS IE Plan: Phase 1 (AY 2020-2021)



Phase 2: Inclusivity



Moving Forward: CHSS IE Phase 2 Plans



CHSS IE Advisory Council

The charge of this council is to actively contribute to CHSS IE planning by:

- Reviewing and providing feedback on written documents related to IE.
- Representing respective constituents' views and feedback at advisory council meetings.
- Providing recommendations on CHSS IE efforts as they develop.



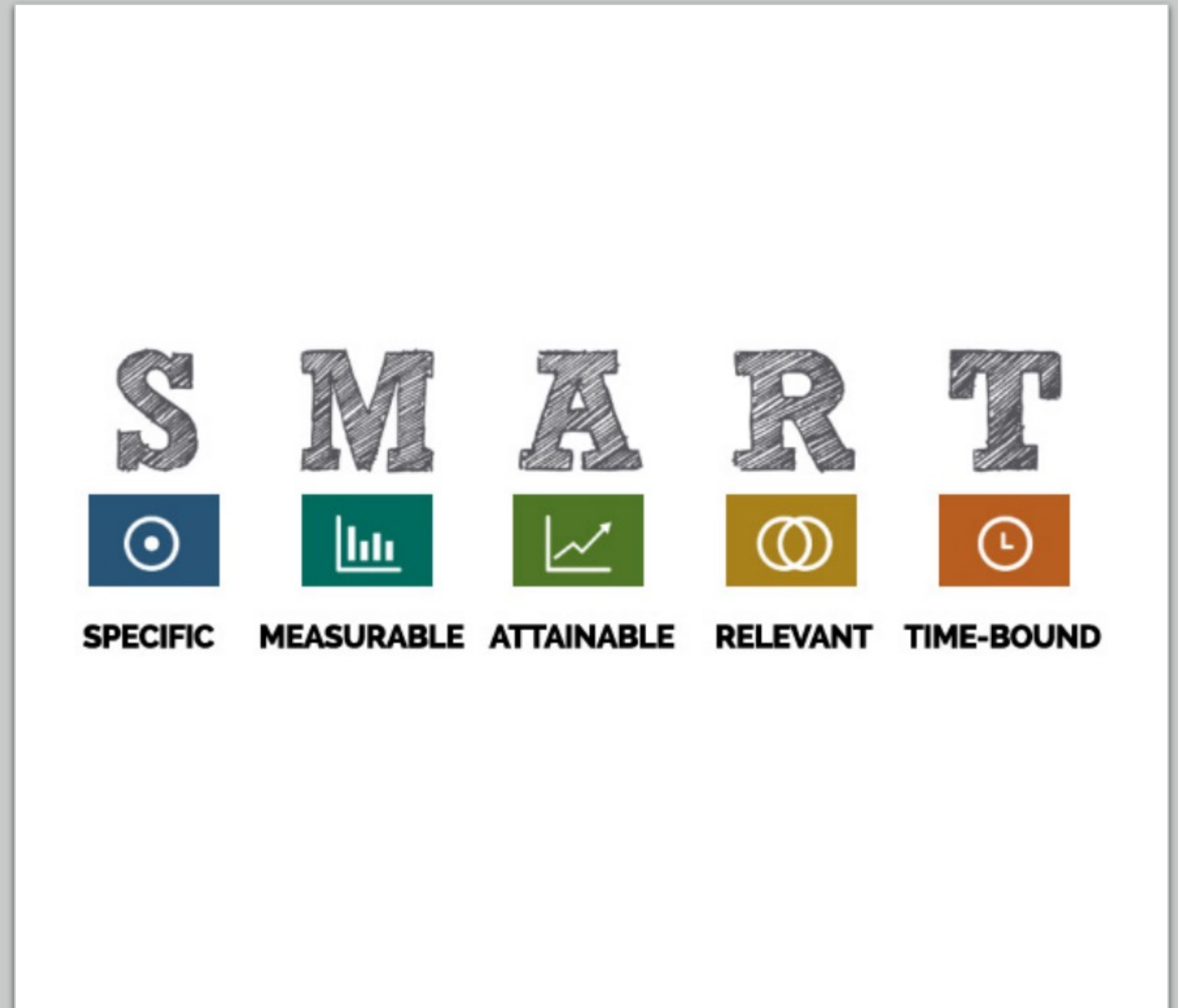
CHSS IE Advisory Council Members

- Sarah Holland
- Stacey Remick-Simkins
- Cher Chen
- Isidore Dorpenyo
- Gabi Tayac
- Holly Mason
- Austin Deray
- Aziza Bayou
- Afra Ahmad
- Colleen Sweet
- Michael Davis
- Anu Aneja
- Charles Chavis



Moving Forward: CHSS IE Phase 2 SMART goals for AY 2021-2022

- Curriculum, Recruitment, and Student Success
- Faculty and Staff Recruitment, Hiring, and Retention/Engagement



Curriculum, Recruitment, and Student Success

- Recruit, retain, and support diverse graduate students and faculty from historically underrepresented groups.
- Increase graduate student voice in shared governance.
- Increase access to and diversity within CHSS majors.
- Embed Student Success support framework throughout student lifecycle through scaffolded support (entry to graduation).



Curriculum, Recruitment, and Student Success

- Create specific initiatives for internal and external recruitment of diverse populations for undergraduate and graduate programs in CHSS
- Identify opportunities to support faculty and student success across CHSS interdisciplinary programs.



Faculty and Staff Recruitment, Hiring, and Retention/Engagement

Diversify	the composition of the faculty and staff through the implementation of research-based effective search practices.
Review	Renewal, Promotion, and Tenure (RPT).
Support	retention of all CHSS faculty and staff, including faculty and staff of color.
Seek	resources to support CHSS' stated goal to recruit and retain diverse faculty and staff.
Establish	mentoring opportunities for faculty, staff, and GTAs with attention to equity, anti-racism, and inclusive excellence.

Resources & Support



CHSS DEI TEAM



CHSS IE OFFICE HOURS AND
COFFEES



DEPARTMENTAL AND PROGRAM
SUPPORTS FROM ASSOCIATE DEANS
LISA BREGLIA, MARGUERITE RIPPY,
AND JAIME LESTER

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Resources
& Support

Inclusive Excellence Curriculum Enhancement Grant

Workshop October 28th at 3pm

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QUESTIONS & DISCUSSION

THANK YOU!
thank you

