

**FIU SCIS Diversity, Equity & Inclusion (DE&I) Plan Narrative
2020-2021**

Chair: Dr. Mark A. Finlayson

Committee: Cristy Charters, Erica Levy, Dr. Monique Ross, Dr. Fahad Saeed

The SCIS Diversity, Equity, and Inclusion (DE&I) committee has been meeting for the last five months developing a plan of action for the 2020-2021 Academic Year. The committee is committed to six initiatives for the year and are committed to re-evaluating these priorities and setting new priorities every year. As a committee we recognize, acknowledge, and honor the fact that DE&I is a journey and not a destination.

The action items are categorized as 1) Faculty University Requirements, 2) Faculty Hiring & Retention, 3) Graduate Students, 4) Departmental Climate, and 5) SCIS Specific Items. We will describe each category, the priorities, and action items.

Faculty University Requirements – includes the goals established at the Provost’s office. These include a series of trainings that address hiring best practices that support our efforts to achieve more diversity at the university. The table below outlines these trainings, our goals, and next steps in achieving these goals.

Training	Goal	Action Steps
STRIDE best practices attendance requirement for faculty search members (once every 3 years)	100% attendance of search members by 2021	Interface with search committee chairs to achieve goal
IDEA best practices attendance requirement for faculty search members	100% attendance of search members by 2021	Assigned to chairs of the hiring committees, and the chair of the diversity committee will follow up and keep track of this.
Diversity Advocate (DA) training for one member of each search committee (once every 3 years)	100% of search committees meeting DA requirement by 2023	Interface with search committee chairs to achieve goal
NSF Bystander Leadership Program participation	50% attendance by 2020	Encourage faculty at first faculty meeting to participate in the training, and follow up when first call is made to achieve goal

Faculty Hiring & Retention – When addressing faculty hiring, we have divided effort into four sub-categories: *hiring/search committees, recruitment, selecting & interviewing candidates, and retention, promotion, & recognition*. The Faculty University Requirements (above) addressed proper training of search committees but this category gives specific consideration to diversity and equity during the search and screen process as well as developing mechanisms for supporting all faculty when they join the department. In order to achieve diversity in the department and maintain rigor we acknowledge that as a department we need to work harder to seek out diverse candidates in future searches. As such we have committed to the following goals and action steps.

Hiring/search committees:

The DE&I committee, in concert with the Director, will recommend members for each search committee with a demonstrated commitment to diversity.

Recruitment:

In order to set goals for recruitment, screening, and hiring the DE&I and hiring committees must first understand the current practice and results. The committees, with the support of the DE&I chair and Associate Director, will collect and review 2019-2020 candidates during the hiring process to determine where to focus future efforts to diversify the pool, work towards having on-site interviews with diverse candidates, and eventual hiring of more diverse candidates. While this review may result in additional recommendations and action items, we commit to the following items:

1. **Actively** pursue diverse candidates. Advertisements in the traditional venues have not yielded a pool of diverse candidates. The committee is being encouraged to seek out candidates like we do any other strategic hire. Identify the top schools that are graduating diverse candidates and actively recruit at these schools (e.g., Clemson University, Auburn University, University of Florida).
2. Request that every search committee member commit 2 hours to looking for diversity candidates in their research areas who can be actively encouraged to apply.
3. Coordinate with the school and college staff to ensure we identify and advertise in places that will garner the attention of diverse candidates. Place ads in journals and other venues that target women and people of color.

Goal: Increase in at least one category (e.g., women, Black, Hispanic, Native American).

Selecting and interviewing candidates:

Once we have certified the candidate pool, we want to ensure that we adopt and execute STRIDE best practices (see Faculty University Requirements). One such best practice is the development of a rubric for evaluating candidates in order to mitigate potential for bias during the selection process. The DE&I committee will work closely with the hiring committees to develop the rubric.

Goal: Increase in at least one category (e.g., women, Black, Hispanic, Native American).

Retention, promotion, & recognition

In addition to hiring diverse candidates, we wish to retain and appropriately mentor all of our faculty. In support of this objective we have established a Professional Development Workshop series for junior faculty in the department to provide mentorship and guidance to pre-tenured faculty. We aspire that all junior faculty attend this workshop series in their first year, as we see this as a commitment to new faculty success. Likewise, in support of our diverse faculty we will re-evaluate service loads to honor and provide relief for “invisible service” expected of faculty that represent underrepresented groups in the department (e.g., women, Black, Hispanic). Oftentimes, these faculty are called upon by students (as mentors and role models) and to serve on hiring committees at the college, Provost, and University-level to fulfill EEOC requirements.

Graduate Students – Improve the recruitment of diverse graduate students.

Goal: Develop an SCIS-specific recruitment and mentoring plan.

Departmental Climate – The DE&I committee has established a bi-weekly meeting schedule to enact action items and work towards the goals of this plan. The SCIS website will be updated to

reflect the names of the committee members as a visual commitment to DE&I in the department. Likewise, the website will be a means of communicating clear guidance to the department for diversity-, equity-, and inclusion-related grievances (note that the DE&I committee does not actually handle grievances). If a faculty or staff member would like to file a grievance, we will provide information on how to proceed, including appropriate points of contact, office phone numbers and emails.

The committee will also work closely with the speaker series and colloquia coordinators to ensure representation in the invited speakers we bring to campus.

Goal: An improvement in departmental climate as measured by the metrics submitted to the Provost's office.

SCIS Specific Items – Using this document as a baseline the DEI committee will develop the required NSF Broadening Participation in Computing (BPC) plan and a DE&I Committee Handbook to aid in transition to future DE&I committee members.