

- Summary of efforts from AY22-23.
- Reflection on these efforts
- Goals for AY23-24
- Meet the Committee!

# CLA DIVERSITY & INCLUSION COMMITTEE ANNUAL NEWSLETTER

AY 2022 - 2023

**As part of our efforts to enhance communication within the college regarding Diversity, Equity, Inclusion, and Justice (DEIJ), the CLA Diversity and Inclusion committee has created our first annual newsletter.**

Below, we provide a summary of our efforts and initiatives from AY 22-23, a reflection on these efforts, and a list of goals for the coming AY 23-24.

## Past-Year Efforts & Initiatives

### **We engaged in a DEIJ-related needs assessment of CLA, including:**

- Collecting survey data regarding perspectives on the current status of DEI work in CLA.
- Organizing and hosting the **January 2023 CLA DEI Workshop**, facilitated by **Dr. Iona Johnson** (*Asst Provost for D&I*). This event convened small workgroups from all departments to begin a DEIJ needs assessment, strategic planning, & facilitate communication across the college.
- Began groundwork for a **CLA Diversity Strategic Plan** based on feedback received from the CLA DEI Workshop.

### **We made the following efforts to address Inclusivity & Equity:**

- Creating an ***Inclusive Practices document*** to enhance awareness and practice of inclusivity in meetings.
- Piloting a project to put **menstrual products** in some CLA bathrooms.
- Collaborating with several TU offices (e.g., TU FoodShare, Transportation) to recommend implementation of inclusivity/equity initiatives.

### **We strove to *improve communication* regarding our committee's efforts within the college, including:**

- Working to update our website to create a platform that is more informative and engaging. We submitted a request for this website to be drafted in Summer 2023.
- Compiling a list of student groups with a DEIJ focus to be disseminated across the college. This could help students connect with groups based on their interests, and help groups to identify potential faculty mentors.

### **Other Initiatives:**

- We promoted events and organizations that reflect DEI-related values in CLA.
- We are exploring the creation of a DEI-related post-bac certificate (PBC) housed at CLA.

## Meet the CLA D&I Committee!

**The CLA Committee on Diversity and Inclusion exists to promote an inclusive, welcoming, engaged and just community, respectful to all.**

**Row 1:** Chris Chulos (Dean), Halcyon Lawrence (ENGL-Diversity Fellow), Sandra Llera (PSYC - D&I Chair), Ashley Kilmer (SOAN-Secretary), Timothy Jankowiak (PHIL)

**Row 2:** Diego del Pozo (LLC), E.C. Kaufman (GEOG), Gilbert (Zhe) Chen (HIST), Damilola Daramola (Student), Kelsey Hanrahan (GEOG)

**Row 3:** Hana Bor (FMST), Juman Kim (POSC), Trinity Mays (Student), Jennifer Ballangee (ENGL), Francisco (Paco) Martinez Ibarra (IDIS)

**Row 4:** Jacky Shin (ENGL), Beverly Yirenkyi (Student), Sel Hwahng (WGST)



<https://www.towson.edu/cla/about/diversity-inclusion-committee.html>

## Reflection on our efforts

We recognize that addressing DEIJ needs in the CLA is a complex, multifaceted, and long-term process. It takes the collective efforts of many people striving together towards common goals, as well as reaching agreement on what these goals should be in the first place. Despite these challenges, we recognize the urgency to continue this work, including facilitating sometimes difficult conversations about the work we are doing.

As a committee, we are proud of the progress we have made this year. We feel that important steps have been taken toward enhancing communication around DEIJ issues, and identifying the shared values and goals of the college. That said, we are fully aware that this is an ongoing process that takes time. We as a committee are deeply invested in ensuring that this work and momentum continues for the benefit of everyone in CLA.

## Goals for AY 2023-2024

- Finalizing and presenting a CLA Diversity Strategic Plan
- Creating and publishing an enhanced CLA diversity-focused website
- Continue to:
  - Promote conversations and events related to DEI throughout the college
  - Promote and facilitate DEI-related initiatives around the college
  - Explore best practices for the recruitment and retention of a diverse staff and faculty
  - Explore the creation of a DEI post-bac certificate (PBC) housed at CLA
  - Explore options regarding establishing a social media presence

We welcome any feedback or suggestions you have regarding this work, or the direction you would like us to take in the future. To share your thoughts, please contact ***your department representative.***

Be well, and do good work!

**The CLA Diversity and Inclusion Committee**



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