

Marxe Diversity Committee
2020-2021 Workplan
September 25, 2020

On June 5, 2020, our committee published a statement of solidarity and purpose, condemning the murder of George Floyd and committing to redoubling our efforts on diversity, equity, and inclusion in four priority areas:

- “ (1) to increase tenure track faculty and staff diversity at the Marxe School, with a focus on recruiting and retaining historically underrepresented minorities - and particularly Black people - in decision-making positions;
- (2) to remove barriers to entry for students of color, so we can truly prepare the next generation of change agents;
- (3) to develop and implement curricula grounded in principles of racial equity; and
- (4) to actively work with marginalized and historically underrepresented minority groups, in New York City and beyond, to achieve social justice and equal justice under the law.”

This statement was signed by over 70 members of our Marxe Community. Through conversations with faculty, staff, and students; reading the statements and calls for change from our Baruch community and the higher education community at large; and building on the efforts we have made since the creation of our committee in 2017, the Marxe Diversity Committee has created a workplan to begin this academic year, organized on these four priority areas. We list here the action items on our workplan with brief descriptions. Each action item has a committee member stewarding the work, but the work cannot be done by this committee alone. We will seek to engage our entire Marxe community in this work, and we will reassess progress and priorities on an annual basis. If you would like to join our work, please contact the committee member listed in the specific item you wish you help with. If you are unsure how to help, feel free to contact any of us to talk through how you might contribute.

2020-2021 Diversity Committee Membership
--

Voting/elected members: Cristina Balboa (Chair); Hilary Botein; Neil Hernandez; Sonia Jarvis; Ideen Riahi

Ad hoc members: Jeremy Block (part-time professor); Rene Hernandez (Graduate Student Representative); Leora Johnson (administration); Melissa Sultana (administration);

Committee Support Staff: Jin Park

Priority area 1: to increase tenure track faculty and staff diversity at the Marx School, with a focus on recruiting and retaining historically underrepresented minorities - and particularly Black people - in decision-making positions;

1A. Survey search committee chairs and diversity point people for learning on hiring process to inform better training for search committees (Committee Contacts: Hilary Botein, Ideen Riahi)

1B. Establishment of Marx PhD Program in PA/PP : By creating a PhD program, we would have a greater opportunity to support students from underrepresented groups in higher education. This is a longterm project that is in the exploration stage. (Committee Contact: Neil Hernandez)

1C. Pay equity study: In our 2017-2020 Report, request #2 asked that the College's Chief Diversity Officer conduct a full equity study of salaries at Baruch, as a first step to address any potential equity issues at the college level. An official request will be filed this year from our committee. (Committee Contact: Neil Hernandez)

1D. Request better data for reporting: Demographic data from different CUNY/Baruch sources is different; we also need more than racial/ethnic data to address other axes of diversity. As per Recommendation 1 of our 2017-2020 report, we recommend that those offices at Baruch and CUNY which collect this data find a way to inform us on more demographic categories to help us in our charge. We are filing an official request this year. (Committee Contact: Neil Hernandez)

1E. Analyze Staff Exits: We have no data on why staff turnover happens. We need to better outline the process of collecting and analyzing this information. (Committee Contact: Rene Hernandez)

1F. Clarifying Search Committee Processes: We recommend in our report (Recommendation #2) that the office of the Associate Dean, which identifies search chairs, further institutionalize two steps of this process: 1) Search chairs should submit the list of venues to the Diversity chair on an annual basis so that the Diversity Committee can develop a master list of resources for potential searches. 2) Search chairs should also create a clear process of informing current faculty and staff when a position search has been approved. (Committee Contacts: TBD)

1G. Funding and Best Practices for Recruiting and Retaining Faculty of Color: Our report requests (Request #1) that the Dean collaborate with the Deans of both the Weissman and the Zicklin Schools to conduct research on our recent recruitments and departures to create a strategy of best practices for the deployment of additional funding to recruit and retain faculty of color. (Committee Contacts: TBD)

1H. Outreach to HBCU/HSI/NAS-NTI: We also request (Request #3) that the office of the Associate Dean research potential programs within Historically Black Colleges and Universities; Hispanic Serving Institutions and/or schools from the Hispanic Association of Colleges and Universities; and Native-American Serving, Non-tribal institutions; where we might directly advertise job searches to recruit faculty of color, particular black tenure track faculty. (Committee Contact: TBD)

11. Formal Mentoring Program: As per Request #4 of our report, we ask the Marx Executive Committee to implement a formal mentoring program in the 2020-2021 academic year. (Committee Contact: TBD)

Focal Area 2: to remove barriers to entry for students of color, so we can truly prepare the next generation of change agents;

2A. Landing page on website for current students on DEI resources: We need to explore the right scale for creating this resource – at the Baruch or Marxe level.(Committee Contact: Rene Hernandez)

2B. Transparency on Academic Excellence Fee: Students demanded more information about this and the Dean has discussed this with them. Our responsibility lies in recording and disseminated this clarified info. (Committee Contact: Hilary Botein)

2C. Elimination or change of use for Academic Excellence fee: Students demanded more information about this and the Dean has discussed this with them. Our responsibility lies in recording and disseminated this clarified info. (Committee Contact: Hilary Botein)

2D. Transparency on internship process: Students asked for more clarity in the decision-making process for internships. We need to record the answer they received for reference of future students. We should also find data on GA assignments and the process of assigning GAs (Committee Contact: Cristina Balboa)

2E. Student mentoring program: This year we will explore the potential of a student mentoring program, engaging student clubs for ideas and needs. (Committee Contact: Rene Hernandez)

2F. Increased efforts to recruit more Black students: Our committee will ask for a description of efforts currently underway in admissions. (Committee Contacts: Leora Johnson, Rene Hernandez)

2G. Remove Barriers to Entry at Marxe for Students/GRE: Our committee will request of the Admissions Committee and the Curriculum Committee to clarify the purpose and processes of using the GRE. How many applicants opt out of submitting GRE results? How? So that we can start discussions of how it is a barrier of inclusion. (Committee Contact: TBD).

2H. Create a resource guide for low-wealth students: Our committee requests that PACDI is work on this year. (Committee Contact: TBD)

Focal Area 3: to develop and implement curricula grounded in principles of racial equity;

3A. IDEA Statement: This statement defined diversity, equity, and inclusion at Marxe as a first step for evaluating our efforts. Feedback was sought from all community members and a final draft will be submitted for approval in December. (Committee Contacts: Melissa Sultana, Cristina Balboa)

3B. Syllabus Audit: Based on a request from students, we will assess how inclusive the syllabi from core courses are. (Committee Contacts: Cristina/HEA and will request assistance from Associate Dean de Lancer Julnes' office.)

3C. Inclusive Pedagogy Trainings: About 30% of our full-time faculty have been trained through a workshop from the Schwartz Institute. We are creating a process where Schwartz directors can train our participants to facilitate our own trainings going forward. We hope to have two sets of trainings in the coming year; and begin a monthly reading group on inclusive pedagogy. (Committee Contacts: Melissa Sultana with Cristina Balboa assisting).

3D. Revise MPA curriculum: As requested by multiple student groups, faculty, and Dean Birdsell, we will assist in revising the MPA core curriculum to address issues of social and racial equity. Professor Nancy Aries is leading this effort. (Committee Contacts: Cristina Balboa)

3E. Revise BSPA curriculum to address social and racial equity: Professor Judith Kafka is leading the process as BSPA Faculty Director. (Committee Contacts: Cristina Balboa, Hilary Botein)

3F. Faculty discussions on racism and racial inequities in higher education: Both the Diversity Committee and the Dean's office is working to facilitate these discussions and trainings. (Committee Contacts: Cristina Balboa)

3G. Dedicated resources for faculty: We will add resources for our faculty to the Diversity Committee Website. (Committee Contacts: Neil Hernandez, Ideen Riahi)

3H. Reading Groups for faculty and staff: We are seeking support from other Baruch groups to find resources for reading groups on racial equity in higher education (Committee Contacts: Cristina Balboa and Rene Hernandez)

Focal Area 4: to actively work with marginalized and historically underrepresented minority groups, in New York City and beyond, to achieve social justice and equal justice under the law;

4A. Anti-racist training for administrators: Both the Diversity Committee and the Dean's office is working on creating a training for administrators. (Committee Contacts: Rene Hernandez, Hilary Botein).

4B. Changes to our Bylaws: As per Recommendation 3 of our report, our committee has already submitted a revision to the bylaws to change our name to include equity and inclusion, to change the rate of our reporting, and to include staff and students as voting members of our committee. (Committee Contact: Neil Hernandez)

4C Videos on equity work: Many of our faculty focus their research on equity in a variety of policy areas and organizations, including immigration, health care, housing, education, international development. We want to record faculty talking about their work in very short videos to publish which will not only highlight the work that we do, but also demonstrate to students how different disciplines address issues of equity. (Committee Contact: Ideen Riahi to coordinate with the Dean's office)