

February 17, 2023 Progress Update

President R. Gerald Turner hosted the Black Unity Forum (BUF) Executive Committee on February 17, 2023. In addition to President Turner, Chief Diversity Officer Maria Dixon Hall, Provost Elizabeth Lobo and Vice President for Student Affairs K.C. Mmeje represented the

SMU's Police Community Advisory Board is identifying 2023 initiatives, which include producing reports on police interactions with students, faculty and staff; a community climate survey and a source for "frequently asked questions." (goal 1.7)

The SMU Police Department's Community Engagement team and PCAB organized meetings with Association of Black Students (ABS) leaders to discuss policing on campus and the relationship between SMU Police and students. (goal 1.7)

The SMU PD Threat Management team sponsored a briefing by the Dallas office of the FBI for the ABS to discuss safety concerns and a recent series of threatening events targeting historically Black Colleges and Universities and other organizations. (goal 1.7)

The SMU Police Department's Annual Report on Policing will post to the department's website at

February 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.

April 2021: The Office of Diversity and Inclusion has launched its new website which 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 Hire an Ombudsperson

October 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.

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

February 2023: The Chief Diversity Officer and the Human Resources Department have engaged a consultant to establish best practices and performance standards for the Ombudsperson role. (goal 1.2)

1.3 Increase Black representation in (hi7(bs)-67t40 612 792 reWB98nd Reproc)-67ct to esta

September 2021: The Department of Human Resources finalized a contract with BroadBean to distribute notices of SMU staff jobs to 19 diversity sites (*e.g. Diversity Inclusion Jobs, Women Inclusion Jobs, Veteran Job Center, US Diversity Job Search, HireBlack.com, Asian Inclusion Jobs, Hispanic Job Exchange*), as well as various local community job boards. Advertising costs will be funded through HR in partnership with the Office of Diversity and Inclusion (ODI). The department attended and presented at the ODI Diversity Officer retreat, reviewing staff search processes, changes in advertising, the Diversity Officer recruitment guide and career streams.

The Chief Diversity Officer collaborated with Human Resources and Academic Affairs to revise hiring protocols to incorporate oversight and/or inclusion of Chief Diversity Officer or unit diversity officers, including:

- Prohibition of hiring managers from serving as search managers.
- Addition of unit diversity officers on search requisitions.
- Development and implementation of training program “Searching Intelligently: Inclusive excellence in faculty searches.”
- Review of all faculty recruitment plans by Chief Diversity Officer.
- Service by academic diversity officers as organizational shepherds for each faculty search.

February 2022: To date, HR has spent nearly \$90,000 in advertising to support better sharing of job opportunities among underrepresented populations.

1.4 Develop or revise written faculty tenure standards and departmental accountability processes

October 2020: All schools have submitted their updated tenure and promotion guidelines to the Office of the Provost for Faculty Success.

The Office of the Provost met with associate deans, confirming that a review will be conducted over the current academic year to prepare for revisions to Policy 2.10 (Guidelines for the Periodic Evaluation of Faculty) and Policy 2.12 (Tenured Faculty Development). Associate Provost for Faculty Success Paige Ware is conducting an inventory of all policies against a matrix to determine inclusion/exclusion of key information.

1.5 Establish clear violation protocol in Student Code of Conduct and SMU Policy Manual against acts of racial discrimination

Nov. 5, 2020: First meeting of the Student Code of Conduct review task force occurred. Members include:

- Dr. K.C. Mmeje, vice president for Student Affairs – co-chair
- Susan Howe, associate University counsel – co-chair
- Dr. Adriana Aceves – Faculty Senate student policies committee representative
- Brooke Betik – Student Senate representative

Lexxi Clinton – Student Senate representative
 Kennedy Coleman – BUF student representative
 Jennifer Jones – BERT/BUF staff representative
 James Ramey, assistant director of student conduct and community standards
 Seun Suberu – BUF student representative

September 2021: The Student Code of Conduct review task force has:

Benchmarked and reviewed current trends and best practices at SMU’s peer and aspirational institutions regarding their student conduct policies, codes, and procedures, focusing in particular on how incidents of bias and discrimination are reported and adjudicated through student conduct codes and practices.

Developed and administered a brief survey of Chief Conduct Officers at SMU’s peer and aspirant institutions to better understand how bias-motivated incidents are addressed at each campus, and to learn whether campuses made changes to their student codes of conduct or bias incident reporting processes in response to recent social unrest.

Assessed and reviewed existing SMU reporting mechanisms and response processes, including adjudications and resolutions, of reported incidents of student conduct which involve bias, discrimination, harassment, and “hate speech.”

A comprehensive analysis of the data revealed the need to clarify and strengthen language in SMU’s *Student Code of Conduct*, and highlighted the need for ongoing education efforts to raise awareness of SMU’s bias incident reporting process. The Task Force has submitted to President R. Gerald Turner for his review proposed recommendations for strengthening SMU’s *Student Code of Conduct* and the Bias Education Response Team (BERT) processes. Recommendations range from bolstering BERT training and education efforts, including reference of the BERT process in the *Student Code of Conduct*, and enhancing communication with complainants during the student conduct, non-discrimination, and BERT grievance processes. Collectively taken, the recommendations are designed to ensure that the *Code* more precisely reflects the University’s dedication to constitutional principles while honoring its commitment to provide a safe and respectful educational living and learning environment for all of its members.

Those recommendations approved by Dr. Turner will be assigned to the appropriate offices for further study and implementation. The Task Force suggests a good faith effort to complete any revisions to the *Student Code of Conduct* or the BERT Processes by the end of fall, 2021, in order to ensure all policy document and training materials are updated prior to the start of Spring 2022.

February 2022:

SMU President R. Gerald Turner has approved these recommendations of the Student Code of Conduct Task Force:

Add “Bias” definition to the Student Code of Conduct, taking into consideration issues of freedom of speech and expression, as they uniquely arise in the university living, learning, and work environments.

Incorporate appropriate reference to SMU's Bias Education Response Team (BERT) into the Student Code of Conduct. The Student Code of Conduct should include a brief explanation of the BERT process and a link to the BERT website.

Revise SMU's Non-Discrimination Policy and Grievance processes—similar to the substantive previous revision of the Title IX policy and grievance procedure.

Bolster BERT training and education efforts for students, faculty, and staff.

Increase visibility and awareness of the BERT reporting process among campus stakeholders.

April 2021: The SMU Police Department has shared its 2020 Annual Report on Policing with the Police Community Advisory Board (PCAB). The report provides metrics for SMU PD in areas such as racial profiling, complaints against the police, arrest/referral/citation statistics as well as a policy and training review. The group is scheduled to discuss the report at its April 22 meeting.

September 2021: The SMU Police Department has completed two Police Community Advisory Board (PCAB) meetings and three separate informal sessions with members of the board to develop community engagement activities, identifying three main goals for fall 2021:

Issuing a “welcome back to campus” letter to students introducing the board and encouraging participation with the group.

Developing a Plan of action to facilitate open conversations between the board and SMU Police.

Reviewing the annual U.S. Department of Justice community survey on policing (currently posted on the SMU PD webpage).

Members of the PCAB observed and participated in SMU PD’s live scenario training in July focused on de-escalation, mental health crises, use of force and critical incidents.

SMU PD community engagement opportunities in progress or completed include:

Engagement with Athletics, including team meetings, practices and recruiting.

Coordination with Student Affairs’ Office of the Student Experience to promote ride-alongs and other campus involvement.

Verbal judo training completed over the summer for SMU PD and other staff, including diversity officers.

Outreach executed to student groups (Asian Council, Association of Black Students, Muslim Student Association, SPECTRUM, Hillel at SMU, CHAS and Greek Life, etc.) to conduct Safety and Security Workshops and discussion on campus policing.

SMU PD completed policy and training work, including:

Four hours of training in ethical policing since the last report.

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.

November 2021: The SMU PD Community Engagement team has focused efforts to engage on all levels with the Association of Black Students and National Pan-Hellenic Council.

Members of SMU PD leadership attended ABS Bible Study sessions in October.

Officers conducted outreach to the Association of Black Students to conduct Safety and Security Workshops and discussion of on-campus policing.

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recruitment by other universities. In addition, a formal voluntary, independent faculty exit interview process has been established for departing faculty.

February 2022: The newly formed Dedman College Climate Committee, comprised of 15 faculty, staff, and student members, is focused on ensuring a diverse pool in faculty hiring, particularly as no hiring occurred during the pandemic. Dedman College is preparing for a four-position cluster hire in Earth Hazards, which includes tenure-track faculty positions in Mathematics, Economics, and Earth Science, as well as seven other faculty hires in various departments and one hire for a writing fellow in creative writing in English. Diversity Officers Jill Kelly and John Georges have been working with search committees to ensure that search participants are aware of potential bias and the need to recognize expertise in broad terms.

1.10 Desired Outcome – Reduction of reported racial profiling and discrimination by 50%.

1.11 Desired Outcome – Improve campus quality of life for SMU Black community

February 2021: The Office of the Provost announced the formation of a new university-wide interdisciplinary task force to explore and inform SMU's approach to greater social justice and equity. Led by Jessica Dixon Weaver, associate professor in Dedman School of Law, the task force will:

Promote collaboration among professors, students, staff and the community to envision what social equity looks like.

October 2020: Alumni Giving and Relations (AGAR) worked with Black Alumni of SMU to host *A Conversation with Spike Lee*

2.4 Introduce a No Loan Assistance Program

The enrollment management research group has developed a dashboard of unmet need to monitor and study the gap in financial aid packages for undergraduates by race, ethnicity, income, Pell status, athlete status, level of academic scholarship, home state/city and more.

The associate vice president for Enrollment Management:

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who are potentially interested in pursuing a career in law. Sixteen rising high school 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.

disproportionately affect Black, Hispanic, first-

3.2 Establish a paid internship and mentorship program for Black students

November 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.

February 2021: The first orientation for the Black Alumni/Black Student Mentorship Program occurred Nov. 17, 2020

4.0 Increase Black Student-Athlete Equity and Involvement in the General Student Population

4.1 Create a mandatory racial inequality and implicit bias workshop specific to SMU Athletics

October 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.

September 2021: 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 Institution for Sport and Social Justice from February-July 2021 covering topics such as community building, unconscious bias and equality vs. equity. In spring 2021 Athletics began including DE&I content as part of the new staff orientation process.

February 2022: To date, 70 members of athletics staff and 11 out of 17 teams have completed CIQ *Hidden Scripts* training.

4.2 Establish opportunities for SMU Athletics to serve the greater Dallas community

October 2020: Partnership began with SAAC and Dunbar Elementary to establish a three-phased virtual mentor program at this South Dallas school. Eighteen student athletes are currently participating as pen pals with 52 fourth-grade students.

November 3, 2020: Approximately 45 student-athletes volunteered on Election Day, passing out wavirtsw

April 2021: Working with the Office of Student Affairs, the position has been approved and a search committee will include at least one representative from the Student Athlete Council (SAC) and the Black Student Athlete Council (BSAC). The successful candidate will have expertise in providing mental health counseling/treatment to collegiate student-athletes, and have a demonstrated commitment to working with student-athletes from historically underrepresented backgrounds.

September 2021: The Counseling Center and the Athletics Department successfully completed a search for a mental health professional to serve SMU's student-athlete community. Ellicia Money, LPC, joins the Student Athlete Health and Well-Being Team effective September 7, 2021. She brings extensive experience in the provision of clinical services, consultation, outreach, programming and advocacy, and a demonstrated commitment to advancing diversity

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

February 2022: The Student-Athlete Lounge opened in November 2021. The Black Excellence Brunch is scheduled for Feb. 20 to bring together current and former student-athletes and celebrate their accomplishments and contributions to SMU.

4.9 Desired Outcome – Create a more welcoming culture for Black student-athletes within the SMU Athletic Department

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

4.10 Desired Outcome – Encourage the equal development of student-athletes' academic, athletic, and career goals

February 2022: SAES has focused efforts to increase the use of ALEC and ACE academic support services by African American Students. Approximately 35% of all African American undergraduates used an academic service provided at one of these two locations during fall 2021, compared to 21% of white students. SAES has partnered with more student organizations such as ABS and First Gen Association to make sure that students are aware of 1:1 academic support as well as tutoring and workshops.

4.11 Desired Outcome – Strengthen ties within the SMU Black community both within Athletics and the greater campus community.

February 2022: The SMU v. Memphis men's basketball game on Feb. 20 has been designated as the Black Excellence Game. Staff will wear the "equal sign" pin to symbolize equality. "Lift Every Voice," known as the Black National Anthem, is being performed at every women's basketball game in February and will be performed at the Feb. 20 men's game.

February 2023: The entire SMU Mustang football squad joined the SMU Band and other student, faculty and staff participants in marching in the annual City of Dallas Martin Luther King, Jr. Day Parade.