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## April 22, 2021 Progress Update

### **1.0 Increase University Accountability for Equitable Treatment of its Black Community**

#### **1.1 Hire a Chief Diversity Officer**

**August 2020:** Appointment of Chief Diversity Officer and the establishment of the Office of Diversity and Inclusion.

**November, 2020:** University diversity officers representing schools and units appointed to complete membership of the University Diversity Council. Chief Diversity Officer to convene the Diversity Council.

**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 website with direct 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.



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**2021 Voting Members of the Police Community Advisory Board:**

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Promote collaboration among professors, students, staff and the community to envision what social equity looks like on our campus, in Dallas and beyond, and to articulate SMU's role in shaping that vision.

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The associate provost for Faculty Success, together with Provost's Faculty Fellow Johnitha Johnson, have begun to review systematically the research about the intersection of equity and workload policies.

## 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: !

- Has met with existing and potential partners from EAB, Farrell-Day, and Art & Science Group to plan a study on the possible approaches for meeting more financial need for undergraduates and the potential impact on meeting the University's strategic goals related to diversity, academic quality, retention, graduation and net tuition revenue.
- Has reengaged SMU's financial aid task force to make recommendations for the strategic use of financial aid funds dispersed throughout the undergraduate schools and college.
- Is working with administrators across the University to identify ways to meet more financial need of low-income students who are disproportionately students of color, including identifying targeted efforts for fundraising opportunities.
- Has reengaged a group of staff from Enrollment Services and Student Academic Engagement and Success to guide efforts in adopting an income-based financial assistance program aimed at recruiting low-income students of color from the Dallas area.
- Has identified three priorities for funding scholarships in FY21 to support Black student enrollment, including Mustang Excellence Scholarships for students of color, Mustang Success Scholarships for any student whose financial circumstances have been negatively affected by the COVID-19 pandemic, and Mustang Scholars and Mustang Promise Scholars, which identify high achieving, Pell-eligible students from Dallas County.
- Purchased a dataset to allow for in-depth benchmarking with cohort, aspirational peers and Texas peer institutions on measures of financial aid.

**February 2021:**

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Office of Student Affairs. The University matches dollar-for-dollar every donation to Black Alumni Scholarships, which are awarded to students involved in ABS.

Dedman School of Law has created an Impact Scholarship Fund for first-generation and underrepresented students.

## **2.5 Desired Outcome – Increase of Black student population in all schools of study until total population reaches 12%**

### **February 2021:**

The Division of Enrollment Services has increased first-year applications from Black/African American students by 24 percent and developed a monitoring report for first-year applications from Black/African American students to understand key metrics and trends for this group. !

Cox School of Business graduate admissions has joined with Harvard, Wharton, Duke and Columbia in a diversity recruitment program to increase participation of underrepresented students in graduate business studies !

Dedman School of Law has partnered with the Dallas Bar Association to offer a new pipeline program for high school students of color in the summer of 2021 and has initiated a partnership with the Law School Admissions Council to make Dedman Law's "Black Lawyers Matter" conference an annual event. !

Lyle School of Engineering's DEI strategic plan to increase enrollment and retention of Black/African American students, develop a plan to recruit and support Black and Hispanic Faculty, and create professional development pathways for staff has been recognized by the American Society of Engineering Education. !

Perkins School of Theology has partnered with leaders from Wylie College to produce a promotional video highlighting both schools and focused on recruitment. Perkins has a memorandum of understanding with Wylie College, among other undergraduate institutions, to provide a streamlined path to graduate theological education. !

**April 2021:** SMU has joined the American Talent Initiative, a consortium of about 150 institutions with the highest graduation rates, committed to increasing the number of students from low-income families earning bachelor's degrees from the 'best' or 'most selective' institutions in the United States.

## **2.6 Desired Outcome – Increase five-year graduation rate of Black first-year students enrolled in SMU by 50%**

**February 2021:** In partnership with Engaged Learning, Dedman College diversity officers Jill Kelly and John Georges are setting up a mentoring program for Black students in Dedman College, an initiative that will upon further development expand to all of Dedman College's students from underrepresented groups. Alumni and undergraduate juniors and seniors are eligible to serve as mentors, who will engage with participants in all aspects of their lives as SMU students and in their preparations to enter the workforce.

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**April 2021:** SMU has launched its Quality Enhancement Plan, SMU-in-Four, a university-wide initiative to help students complete an SMU degree in four years. It will specifically address equity gaps in course outcomes, require SMU to consider why those equity gaps exist and what to do about them.





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**November 16, 2020:** Mustang student-athletes were provided the opportunity to represent SMU by attending an upcoming University of Houston webinar called “The Game Changers” with sports sociologist and civil rights activist Dr. Harry Edwards, moderated by LaChina Robinson, ESPN analyst.

#### **4.05 Mandate Election Day as a day off for all athletic teams**

**November 3, 2020:** All student-athletes enjoyed a day off with no practice.

#### **4.06 Cease the stifling of student-athletes’ academic breadth and opportunity for the sake of scheduling simplicity**

**April 2021:** Athletics is