Greetings Everyone!

This is our very first newsletter, and I am excited to send you this message of greetings! I assumed this new role as associate dean for diversity and inclusion in the college at the beginning of Spring 2019. While I still maintain my faculty role in HLKN, my primary responsibility as associate dean is to provide thought leadership for the college in the areas of diversity, equity, and inclusion (DEI). In doing so, I am here to help coordinate DEI efforts across our departments and units within the college, foster important external collaborations and partnerships, and provide support for groups and individuals who need it. I have spent my first year attending important meetings and events here on campus and beyond, gathering information about best practices and other topics related to DEI, and most importantly, assembling a wonderful team that has now been in place in the Office of Organization Development and Diversity Initiatives (ODDI) since the beginning of Fall 2019.

We are currently in the process of creating our ODDI conceptual framework and strategic plan, with the goal of finalizing and presenting it by the end of Spring 2020. It is my belief and vision that because we are the College of Education and Human Development (CEHD) with the mission of enriching and transforming lives via the work we do, CEHD should be setting the example and leading DEI efforts for our peers across campus and beyond. But ODDI and I cannot do this DEI work alone. It is going to take a collective effort from everyone—regardless of your background and title—for us to realize our potential as a college. We all bring something of value to the college! So it is my sincere hope that everyone will realize how they might leverage their individual strengths and assets for the collective uplift and good of the college. Please let us know how the ODDI team can help!

Sincerely,

John N. Singer, Associate Dean for Diversity and Inclusion
Faculty Committee on Diversity, Equity, Inclusion, and Climate

This newly formed standing committee serves as a voice for faculty in CEHD and advocates for equitable policies and inclusive programs and practices related to faculty affairs. The committee engages both academic professional and tenure-track faculty in dialogue about their concerns and ideas regarding diversity, equity, inclusion, and climate, generating recommendations to the Dean for the improvement of CEHD. Faculty who are interested in learning more or becoming involved with the committee should contact Dr. Harvey for more information.

Meet the Committee Members
Idethia Shevon Harvery, HLKN-Chair
Rhadika Viruru, TLAC- Co-Chair
Larry Dooley, EAHR
Rhonda Fowler, EAHR
Rafael Lara-Alecio, EPSY
Jeffrey Liew, EPSY
Meagan Shipley, HLKN
Patrick Slattery, TLAC

Non-voting members
John N. Singer, HLKN, ODDI
Patrice French, ODDI

ACES Fellows

In collaboration with the Office for Diversity, CEHD is hiring Accountability, Climate, Equity, and Scholarship (ACES) Fellows. The ACES program is a faculty pipeline hiring initiative that connects those advancing outstanding scholarship with relevant disciplinary units on campus. Interviews of candidates across departments are ongoing, and we look forward to welcoming our first cohort in Fall 2020.
The Office for Diversity, in collaboration with the Office of Institutional Effectiveness and Evaluation, will launch campus climate surveys for Texas A&M students, faculty, and staff. The surveys will be live Tuesday March 24 to Friday April 17th. Please participate in this important process to let your voice be heard.

Find results on previous TAMU Campus Climate Surveys by visiting [diversity.tamu.edu/Diversity-Plan/Campus-Climate](https://diversity.tamu.edu/Diversity-Plan/Campus-Climate)

On February 11th members of the ODDI team participated in the Inaugural Diversity Gallery Presentation in Rudder Exhibit Hall. The gallery featured the amazing diversity and inclusion work taking place in CEHD and other colleges and administrative units at Texas A&M University.

### 2020 Campus Climate Assessment Launch

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### Happy Black History Month!

Black History Month is an annual celebration of achievements by African Americans and a time for recognizing the central role of blacks in U.S. history. Also known as African American History Month, the event grew out of “Negro History Week,” the brainchild of noted historian Carter G. Woodson and other prominent African Americans.

The Texas A&M Community hosts dozens of Black History Month Events, which you can view by visiting [https://dms.tamu.edu/bhm/](https://dms.tamu.edu/bhm/)

### Meet the ODDI Team

- **Dr. John Singer**
  *Associate Dean for Diversity and Inclusion*

- **Dr. Idethia Shevon Harvey**
  *Faculty Development Fellow for Diversity and Inclusion*

- **Patrice French**
  *Program Manager*

- **Anna Nouzovsky**
  *Graduate Assistant*

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