

# Faculty Diversity Advisory Committee (FDAC) 2024 Annual Report

*Co-Chair: Lourdes Castanon*

## **Mission:**

The Faculty Diversity Advisory Committee (FDAC) is a standing committee which: 1) identifies strategies, tactics and priorities for improving faculty diversity and inclusivity at the COM; 2) assists in determining how to integrate diversity and inclusion, broadly defined, into everything we do at the college; 3) provides a line of communication between faculty and administration; and 4) supports development and implementation of programs related to diversity, equity, and inclusion that enhance faculty life (related to career development, mentoring, leadership, community outreach, etc.). The committee interacts closely with similar committees for students, staff and other groups. The FDAC is co-chaired by two of the members of the FDAC. The College of Medicine Deans for Faculty Development and Diversity, Equity and Inclusion serve as ex-officio members. The FDAC is comprised of 10 faculty members who will serve four-year terms. The FDAC will meet monthly. The work of the FDAC will be supported by the College of Medicine Offices of Faculty Affairs and Diversity, Equity and Inclusion.

Members must be on the faculty at the UA College of Medicine at the rank of Assistant, Associate or Full Professor. Additional individuals from staff/student diversity committees or the community may be invited to serve as liaisons on the FDAC. Membership should include representation from multiple departments and centers, all ranks and all tracks. It is expected that the committee will be diverse as defined by the COM Diversity Statement, and will include both UA employed and affiliate faculty.

## **Events over the past year include:**

1. FDAC convened on seven occasions with the intent to strategize collaborative measures. However, during the last three meetings, quorum was not achieved, resulting in an informal meeting to address outstanding matters.
2. The group engaged in a networking dinner held in December as a supportive platform for Diversity, Equity, and Inclusion initiatives by fostering a collaborative environment where individuals from diverse backgrounds could connect, share experiences, and build meaningful relationships.
3. To work collectively with the students, the Faculty Diversity Advisory Committee and the Student Diversity Advisory Committee held a meeting in March to learn more about each other's work. The meeting was held in partnership with ODEI. Several members from the student diversity advisory committee participated in this networking meeting.
4. Several FDAC members participated in a Restorative Justice training session in March aimed at acquiring knowledge of restorative practices for subsequent implementation within their respective departments.
5. FDAC intends to sustain its support for faculty to advance diversity, equity and inclusion (DEI) at UA COM-T by organizing inclusive events accessible to all members of the university and by fostering a cohesive sense of community within the campus. The group's forthcoming endeavors encompass social networking initiatives and the organization of a symposium scheduled for the fall.