**Presidential Anti-Racism Task Force**

***Brief summary for Senate Executive Committee, April, 2019, David Derezotes, Social Work, Peace and Conflict Studies***

**The Presidential Anti-Racism Task Force (PARTF) was formed in the fall semester of academic year 2017-2018. There were initially about 80 participants, and the Co-Chairs of this group were Deb Daniels and Keith Diaz Moore.**

**In the fall of academic year 2018-2019, the PARTF was charged with developing recommendations to President Watkins, regarding the improvement of retention of University Staff of Color and Faculty of Color. A diverse group of about 25 dedicated University students, staff, and faculty were part of this smaller-group initiative.**

**Under the direction of Keith Diaz Moore, a team of facilitators was created, whose role was to work with the PARTF in the process of completing these recommendations. The facilitation team included David Parker, Teshia Griswold, Amaris Leiataua, and David Derezotes.**

**At the request of PARTF participants, the presidential status of the task group was reaffirmed by President Watkins when she and her Cabinet members William Smith, Sherrie Hayashi, and Paula Smith visited our group in January, 2019.**

**The PARTF developed two working groups. The first working group took on leadership in developing recommendations for retention of Staff of Color. The Co-Chairs for this group were Teshia Griswold and Amaris Leiataua. The second working group took on leadership in developing recommendations for retention of Faculty of Color, and the Chair for this group was Mary Anne Berzins.**

**The PARTF collected data to inform our recommendations. Our Graduate Assistant, DeeJay John, conducted a literature review and a survey of other institutions. We also were assisted by Wendy Peterson’s team of data analysts at University Human Relations. Wendy Peterson’s HR team determined that Staff of Color are retained at significantly lower rates than White Staff, from year to year. Data on Faculty retention was less conclusive, but there was a tendency for White Faculty to be retained at a higher rate than Faculty of Color. We are currently seeking to develop data that will help us track the tenure and promotion histories of individual Faculty of Color, and also more qualitative data on the experience of both Staff and Faculty of Color.**

**The PARTF is currently writing our report, which will be submitted to President Watkins near the end of Spring Semester, 2019. The PARTF will also be suggesting that our task force work closely with University administration towards implementation of our recommendations in academic year 2019-2020. We are also developing a five year plan that will expand our work to include foci on students, on patients, and on regular (every two years) campus-wide surveys of diversity and inclusion.**