

To: Andy Schulz
From: Tannis Gibson
Committee for Diversity & Inclusion
End-of-Year Report, AY2019-2020
June 5, 2020

The Committee for Diversity & Inclusion “recognizes and embraces diversity of identities, experiences and perspectives because they are the cornerstones of creative expression and cultural production.” The committee seeks to foreground issues of diversity, equity, and inclusion in significant ways and is charged with making recommendations for implementing practices for inclusive excellence within the classroom and in all areas of Arizona Arts.

Our committee was comprised of representatives across Arizona Arts units, all of whom were appointed by their Directors or Supervisors:

Tannis Gibson, Chair (CFA)
Gloria Wilson (SOA)
Eli Burke (Grad student)
Ana Cooper (TFTV)
Christie Kerr (TFTV)
Brad Richter (CFA in Schools)
Matt Williams (Music)
Ryan Burton Romero (CFA Admissions)
Chelsea Farrar (UAMA)
Tess Christensen (CCP)

Three major funding programs make up a significant portion of the D&I committee effort. They are divided into **Curriculum Development Awards, Event Co-Sponsorship Awards and Student Success Awards.**

1) Curriculum Development Grants AY2019-2020

- ◆ 10 curriculum grants were awarded to faculty for **development of new courses or modifications to existing courses that reflect the aims of diversity and present an inclusive experience for student learning.** Combined with last year’s awards, this effort has resulted in a substantial influx of new content that has begun a foundational shift toward ethnically and culturally diverse content that includes multiple perspectives and identities.
- ◆ Our faculty are invited to submit proposals twice yearly, which are then reviewed by a D&I sub-committee. Each new/revised course must have the Director’s guarantee that it will be offered at least twice in the next 4 years.

- ◆ The resulting new and revised undergraduate and graduate courses for this year include
 - SOA Critical Race Arts Practice (new course)
 - ARE 630: Looking Back, Looking Forward: Revisionist Histories of Art and Visual Culture Education
 - ARE 520: Social Affects of Art in Contemporary Contexts: Artists and Educators Engaging Communities
 - MUS 635 Choral Literature and Techniques
 - FFSOM Ragtime: From Slavery to Stravinsky (new course)
 - TFTV Hidden in Plain Sight: The Queer Voice in 19th and 20th-Century Theatre (new course)
 - FTV 309 Documentary History
 - FTV 434 Alternative Cinemas
 - FTV 496c Television's Complex Comedies
 - FTV 200 Film and Television Aesthetics

2) Event Co-Sponsorship Grants Awarded in AY 2019-2020

- ◆ Event Grants were accepted throughout the year with 5/6 events scheduled for the Spring semester. The University COVID-19 closing forced postponement of all Spring-funded events. At this time we expect all 5 to be re-scheduled for next year though possibly in altered formats. The D&I Committee has agreed to provide funding support for these re-scheduled events.
- ◆ The D&I Committee noted a range of partnerships and co-sponsorship from within and beyond Arizona Arts, one of the grant application requirements. They include: LGBTQ Institute, Arizona State Museum, Arts Foundation for Tucson and Southern Arizona, Tucson Guitar Society, Fred Fox French Horn Endowment, Yuma Prison Hill Brewery, Universidad Autonoma de Baja California, UA Food Pantry, UAMA, CCP, SOA, FFSOM and others.
- ◆ Supported Events:
 - Guest speaker & workshop demo, Kerry Downey, "Creating Good Enough Containers: Reflections on Queerness in Community-Based Museum Education." UAMA
 - Turn Up Multimedia Festival, featuring collaborative new works with diverse guest composers/performers, FFSOM
 - Opera: Student Matinee Performances, Grades 4-12, "Hansel & Gretel: What do hungry children dream of?" Workshop + study guide, FFSOM
 - 2020 Spring Lecture Series, Sama Alshaibi and Debora Willis, "What is Truly Seen in all of this?: Self, Self-Portraits, Selfies." , CCP
 - Performance Project, "Place & Identity in the Borderlands", a series of 7
 - performances, FFSOM
 - Workshop, Anthea Black and Nick Shick, "Supporting Queer and Trans Students in Art and Design Education" SOA

3) Student Success Awards

- ◆ In recognition of **the importance of diversity representation within our student body** and the need to recruit, support and retain a diverse body of students, we initiated the Dean's Undergraduate Recruitment and Retention Awards this year.

- ◆ 4 students were selected in the spring following an application process. All have accepted their awards and we expect they will matriculate in the Fall: Sophia Borgarello, Dance; Jennifer Cuadros, Theatre, Design Tech; Analaura Villegas, Art, illustration and Design; and Jiny Liu, Piano, Performance

Engagement with Native SOAR organization

- ◆ In response to Fall semester campus events related to stereotyping, appropriation and Native ancestry, the D&I committee reached out to **express support and solidarity for Native SOAR students**. Three Native American SOAR representatives, including Amanda Cheremiah, Director of SOAR and Dean Schulz were invited to join us for our December meeting.
- ◆ Discussion topics ranged from land acknowledgements to concrete actions for expanding knowledge around race and ethnic identity as we understand how better to welcome indigenous students to Arizona Arts.
- ◆ Outcomes: Discussions continued with Dean Schulz and Karen Francis-Begay to consider future partnerships. Brad Richter, CFA in Schools and member of the D&I Committee, is playing a key role with Baboquiviri High School (Tohono O’odham). Schools of Art and TFTV are moving toward developing new courses that will offer Native American Arts for future students. The CFA is seeking funding to support this initiative.

Committee in progress

- ◆ Create committee bylaws.
- ◆ Create wider committee representation: invite Dance faculty, 2 undergraduate students and UAPresents rep to the committee membership.
- ◆ Continue to advance and define our 3 focus initiatives: curriculum, events and student support.
- ◆ Create an appropriate land acknowledgement that accurately honors tribal lands and effectively communicates our message. After many discussions with different sources and a variety of answers, we postponed finalizing the “what, where and how” of this important undertaking to Fall semester.
- ◆ Find opportunities/means to support committee members who wish to attend diversity conferences (virtual or live) such as People’s Institute or White Privilege Conference during their term of service. Alternatively, provide a day-long on-campus experience for all Arizona Arts faculty and staff. This would go a long way to expanding awareness and normalizing behaviors and better practices throughout Arizona Arts.
- ◆ Make recommendations to the Dean’s Office for remodeling of bathroom facilities to include gender-neutral bathrooms, a current need across Az Arts.
- ◆ Provide deeper and ongoing discussions of Unconscious Bias and related topics.
- ◆ Continue discussions of UA search committee practices and hiring processes
- ◆ Identify new areas of interest/need