



# LOYOLA

UNIVERSITY MARYLAND

## Sellinger

School of Business

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DIVERSITY ∟∟ EQUITY ∟∟ INCLUSION

Progress Report

JANUARY 2021

# BACKGROUND

Issues related to diversity, equity and inclusion have been on the agenda at Loyola and the Sellinger School for some time. The urgency of these issues increased during the summer of 2020, following the deaths of George Floyd and others.

During the summer, the Sellinger Leadership Team engaged in several wide-ranging discussions regarding:

- Our need to respond
- Challenges in responding
  - Individuals' uncertainty as to what to say or do
  - The need for responses to go beyond words to action
- Ideas for actions

In September, the dean shared preliminary ideas with the Assembly and the Board of Sponsors.

The SLT reached tentative agreement on three broad aspirations to help organize various response/action ideas. A fourth aspiration was suggested at the Sellinger Assembly Retreat. This report is organized by the four aspirations, however, they have not yet been endorsed by the Sellinger Assembly (vote scheduled for February 8, 2021).

## ASPIRATIONS AT A GLANCE



**Foster Individual  
Development**



**Increase  
representation**



**Create an  
Inclusive  
Environment**



**Educate Students**

# PROGRESS REPORT

## Foster Individual Development

The Sellinger School will provide a variety of opportunities for faculty, administrators and staff to increase knowledge, understanding, and skill in responding to issues of diversity, equity and inclusion.

As we come to better understand diversity, equity and inclusion, we will be better equipped to take action on our other three aspirations.

### Completed

- Faculty and administrators have participated in DEI conferences, webinars or training to help better understand DEI issues and to build faculty capacity for inclusive classroom management.
- Faculty, administrators and staff participated in the January Sellinger Retreat, which focused on the commitment statement and our four aspirations.
- Faculty and administrators participated in on-campus DEI talks, including [Loyola's MLK Speaker, Ibram Kendi](#).
- Several faculty members have joined Loyola's diversity reading groups.

### In progress

- With financial support from the Dean's Fund for Excellence, two Sellinger faculty (Hungbin Ding and Marie Yeh) were named Loyola [Equity and Inclusion Faculty Fellows](#). As Fellows, they will influence curriculum and faculty development opportunities across Loyola and share their learning within Sellinger.
- All ISLO department faculty have committed to reading at least one of the books selected for campus diversity reading groups. Many of them will join a reading group.
- Creation of a list of teaching tips that help faculty with building an inclusive environment in the classroom and/or educating students regarding the intersection of DEI with their own discipline.

### Ideas for the future

- Training and practice in difficult conversations.
- Creation of a Sellinger task force to focus on DEI issues and draft action plans based on retreat outcomes.

## Increase representation

The Sellinger School aims to increase representation of all underrepresented groups across faculty, administration, staff and students.

### Completed

When hiring faculty (tenure-track or non-tenure track), engage in best practices to assure diverse pool of candidates and interact with applicants to demonstrate welcoming environment for faculty of color.

### In progress

- Participation in the [PhD Project](#), a network that supports minority individuals to earn PhDs and become business school faculty.
- Increasing the number of minorities and women across Sellinger advisory boards. Currently, 15 of 132 (11%) members are persons of color and 40 of 132 (30%) are women.
- Increasing the number of minorities and women among Sellinger affiliate (part-time) faculty. Currently, 6 of 38 (16%) affiliates are persons of color and 8 of 38 (21%) are women.
- Recruiting more diverse students.
  - Renew and expand “love your major” event, which was led by the [Sellinger Student Advisory Board](#).

### Ideas for the future

- Recruit more diverse undergraduate students.
  - Deepen engagement with [ALANA](#) student group.
  - In collaboration with Loyola’s Enrollment Management Division engage with local schools with majority-minority populations.
  - Create social media posts designed to appeal to underrepresented potential students.
- Recruit more diverse graduate students.
  - Build stronger relationships with HBIs, especially Morgan and Howard.
- Implement exit interviews for faculty to better understand retention challenges.
- Audit our hiring pipelines and create new ones to assure greater diversity in applicant pools.
- Set specific goals for diversity and monitor our progress.

# Create an inclusive environment

The Sellinger School will build a culture that supports diversity in all its forms, is free from discrimination and harassment, and promotes inclusion and mutual respect.

Efforts in this area must include improving our understanding of the perceptions and experiences of inclusivity among our constituents, increasing our awareness of behaviors and practices that are more and less inclusive, and learning to engage in inclusive behaviors.

## Completed

- A student group in the *Design Thinking and Innovative Solutions* course completed a human-centered design project, considering how to enhance the inclusiveness of the physical space in the Sellinger building.
- Faculty hosted numerous diverse guest speakers in Fall classes.

## In progress

- Improving our understanding of students' experiences.
  - On December 14, Mr. Jamahn Lee (BBA '16) joined the Sellinger Assembly to present about his experiences as a student of color.
  - Completed surveys of graduate and undergraduate students to better understand their experiences. Preliminary review of the results suggests that our environment is broadly inclusive, but there are some areas of concern.
  - In February, we will conduct listening sessions with survey respondents who volunteered in order to deepen our understanding.
- Creation of a path to a business career aimed at helping students of color and women students successfully obtain entry-level positions in businesses with designated programs to provide focused training and support. Information about corporate programs is currently being gathered. The Career Center is helping with this project.
- Featuring African-American speakers and DEI topics as part of the [Building A Better World Through Business](#) events.
  - March 3: Keynote Speaker: Marcus Bullock, CEO, Flikshop
  - March 10: Diversity in the Workplace Panel: Will Holmes, Chairman, Baltimore City Chamber of Commerce, Angel St. Jean, CEO, The Black Brain Trust, Danielle Torain, Director, Open Society Institute of Baltimore
  - March 24: Pitch Competition Topic: *How might the Baltimore business community effectively advance racial equity?*
- Inclusion of personal pronouns on syllabi, email signatures, Zoom, Moodle, faculty webpages, etc.

## Create an inclusive environment

### Ideas for the future

- Invite scholars from underrepresented groups to present their work at departmental research seminars.
- Recruit mentors of color to participate in graduate mentoring program.
- Review and refresh course materials to feature minority-owned and led businesses.
- Incorporate both required and optional equity and inclusion opportunities when we develop major maps.
- Urge faculty and administrators to complete Safe-Space training, signaling their openness and availability to speak with LGBTQ+ students about non-academic matters.
- Create opportunities for faculty members to meet informally with small groups of underrepresented students, e.g., provide faculty with a Starbucks gift card earmarked for use for such meetings.
- Create a video series featuring interviews with thought leaders in diversity education. This project is led by faculty in the MIB department.
- With help from Loyola's Chief Equity and Inclusion Officer, conduct a full equity audit of Sellinger policies and practices.



**I do believe the Sellinger School is an inclusive environment.**

...

**[However] when I was a Sellinger Scholar, I think I was one of only two black students that was a Sellinger Scholar.**

...

**There is just naturally, difficulties that come with being the only African American within those certain situations.**

...

**I didn't come into Loyola naive to the fact that I would potentially deal with these types of problems.**

**- Jamahn Lee, BBA '16**

## Educate Students

The Sellinger School will assure that its programs and courses support student learning about diversity, equity, and inclusion, especially in terms of business leadership, workplace challenges, and business ethics.

### Completed

- Diversity-designated courses in economics, management, marketing, and law.
- DEI learning goal for undergraduate programs.
- [Factuality](#) training for all Sellinger Scholars and ELMBA students.

### In progress

- More diversity-designated courses, with a goal to have at least one in each major/concentration and each graduate program.
- Special topics courses or recurring electives related to diversity, for example *Economics of Race and Discrimination* is being offered Spring 2021.
- Pilot project in Sellinger Scholars Spring 2021 courses, in which students read Richard Rothstein's [The Color of Law](#) over the semester break and engaged in a general book discussion in the first Sellinger Scholars Experience session in January. During the semester, faculty teaching other honors courses will integrate elements of the book into their regular coursework and classroom discussions, as appropriate.

### Ideas for the future

- Develop DEI learning goal for graduate programs.
- Provide supplemental learning opportunities, such as webinars, for graduate students.
- Determine whether there is a market for a graduate DEI certificate or PMBA specialization, and if so, develop the program.
- Develop DEI management badges for undergraduate students.

# NEXT STEPS

## February 8 Assembly Meeting

- Vote to accept a commitment statement for the Sellinger website (see next page).
- Establish a DEI task force to lead DEI efforts.

## Spring Semester

- Departments will adopt commitment statements for syllabi.
- Curriculum Committee will revise DEI learning outcome.
- DEI task force will develop action items priority list and begin to develop execution plan.

## Fall Semester and Beyond

- Strategic Management Committee, with input from the DEI task force, will review and revise the strategic plan, with integrated DEI goals.
- Faculty Development Committee will include DEI aspirations in consideration of revised guidelines for meeting AACSB qualifications categories.



# DRAFT COMMITMENT STATEMENT

*Approved by the Sellinger Assembly, February 8, 2021.*

The Sellinger School has a deep commitment to issues of diversity, equity and inclusion. Expressing that commitment in words is important, but even more important is how our actions and the work we are doing as a community are consistent with those words.

Our efforts to create and maintain such a community will focus on these four aspirations:

- A. Foster Individual Development:** The Sellinger School will provide a variety of opportunities for faculty, administrators and staff to increase knowledge, understanding, and skills in responding to issues of diversity, equity and inclusion.
- B. Increase Representation:** The Sellinger School aims to increase representation of all underrepresented groups across faculty, administration, staff and students.
- C. Create an Inclusive Environment:** The Sellinger School will build a culture that supports diversity in all its forms, is free from discrimination and harassment, and promotes inclusion and mutual respect.
- D. Educate Students:** The Sellinger School will assure that its programs and courses support student learning about diversity, equity and inclusion, especially in terms of business leadership, workplace challenges, and business ethics.

To assure that our commitment leads to beneficial actions, the administration and faculty of the School will report regularly to internal and external stakeholders.

