RFP and Review or Proposals for Graduate Equity Initiative: Announced in Fall 2020, this joint program established by the Executive Vice President of the Faculty of Arts and Sciences and the Dean of the Graduate School of the Arts and Sciences, the Graduate Equity Initiative is a five-year, 6 million dollar program that will provide seed funding for initiatives designed by Arts & Sciences faculty to address systemic racism and underrepresentation in the academy. The request for proposals went out in the Spring and applications were reviewed by a committee of representatives from across A&S. Awardees will be announced in May.

Pilot Cohort of IDEAS (Inclusion Diversity Equity Access Strategies) successfully completes program: IDEAS is a new initiative within Arts and Sciences (A&S) that aims to implement and support the development of department-level diversity strategic plans across A&S. Held as a pilot this year, the initiative hosted departments from all academic divisions (Humanities, Social Sciences, Natural Sciences).

Formation of A&S Natural Sciences-Wide Diversity Committee: All natural sciences departments are represented in this committee which is tackling sciences specific problems like introductory courses and student's trajectories through various majors.

Various Activities by the Committee on Equity and Diversity (CED): Created in 2018 through the recommendation of the PPC Equity Reports, the CED is a faculty governance body that is advisory to the EVP/EC. The CED studies and makes recommendations on the implementation of protocols and policies addressing key issues from the equity reports including review of salary equity, strategies to improve faculty diversity, and priorities for data collection and reporting. Namely, CED's Diversity Matters initiatives are meant to support and energize the A&S community at large to engage with the most up to date research and best practices in diversity, equity, and inclusion.

- **Diversity Matters Grants:** The A&S Equity and Diversity Events Grants program encourages and supports events and programs that highlight the benefits and value of diversity to academic excellence and that help create and sustain an inclusive community within A&S. Faculty members and departments are encouraged to apply for funding to cover costs associated with special events, speakers, workshops, or programs that help advance A&S efforts toward a more diverse, equitable, and inclusive climate. The request for proposals for this grant was announced in Fall 2020; 6 awards were made to departments across A&S.
- **Diversity Matters Lecture:** The A&S Committee on Equity and Diversity (CED) continues their annual lecture on Diversity Matters where they invite experts to share their research and inspire discussion on how we can bring these insights into our Columbia community. This Spring, the CED co-hosted the event "We have to reimagine: A Conversation About Anti-Asian Racism & Violence" with the Office of the Vice Provost for Faculty Advancement.

A&S newsletter on Justice, Equity and Rights: Launched Summer 2020 The Office of the Executive Vice President of Arts and Sciences recently launched a newsletter dedicated to showcasing Arts & Science faculty working on justice, equity, and rights. Each issue's template includes a brief interview with a

faculty member as well as long and short-form biographies of faculty members in A&S. Our upcoming Spring/Summer issue covers the topic of the Asian-American experience during the COVID-19 pandemic.

Continuation of faculty search committee briefings: These briefings review evidence-based practices to ensure an equitable search process from the start of search through recruitment.

Launch of staff-facing engagement and workshops: Staff facing training was launched this Fall with a presentation on implicit bias for all A&S administrators.

Streamlining equity and diversity reporting: A&S is developing interactive web-based tools to increase transparency and equity in processes across the Arts and Sciences. For example including demographic reporting for searches.