



RUTGERS

School of Management
and Labor Relations

August 26, 2021

SMLR Colleagues,

I write today, as we near the start of our first predominantly in-person semester since the start of the global pandemic, to reaffirm both the School's and my personal commitment to creating a more diverse and inclusive work environment where all faculty, staff, and students have equitable access to all opportunities. As I communicated to you back in 2019, inclusion is a journey rather than a destination and we continue as individuals, co-workers, and as an organization to be on that journey. In that regard I want to update you on some of the diversity, equity, and inclusion (DEI) initiatives within SMLR and raise some cautions about the upcoming semester.

First, as you will recall, Associate Dean for DEI Maria Kraimer led the school's effort to draft a DEI Strategic Plan. The plan is now in full draft form awaiting final approval and alignment with the New Brunswick campus plan. Please find attached a six-page summary of our most important priorities over the next three years. The full draft plan, which includes all the SMART goals, is available upon request. I thank Maria and the steering committee consisting of Carlos Flores, Glenda Gracia-Rivera, Hazel-Anne Johnson-Marcus, and Sue Schurman; along with student members Frank Chen (MHRM), Miasha Melvin (B-LER), and Jiyeon Park (PhD) for their work.

Among other things, the plan commits SMLR to spend approximately \$60,000 on supporting improved diversity, equity, and inclusion through training, speakers, our participation in the PhD Project, and social events. This will include training for many of us and we are pleased to announce we have scheduled anti-racism training for school leadership with our consultant, Heather Berthoud, for February and March 2022. We will be working with the Rutgers Diversity, Inclusion, and Community Engagement (DICE) office to bring other training to SMLR. Faculty have also been provided with a range of online resources with guidance on creating more inclusive and accessible class environments (thank you to Marta Pulley) and are encouraged to participate in the Center for Teaching Advancement and Assessment Research (CTAAR) [Certificate for Lifelong Learning in Inclusive & Equitable Teaching](#) program being offered this fall. Those who complete the certificate program will be invited to a recognition lunch in the spring!

Maria is in the process of constituting our new, combined faculty/staff DEI committee; if you missed her email about volunteering for the committee and wish to do so, please let either Maria or me know. The committee's work for this year will focus on DEI learning opportunities for faculty and staff, community building activities, and recommendations to improve communication and transparency within our school.

Finally, some things to think about as the semester begins. First, there is a mask mandate on campus including in classrooms. Please refer to the attached document, *Information and Resources for Faculty for Preparing for Fall 2021*, and the online [Guide to Returning to Rutgers](#) for current requirements. While faculty and staff should feel empowered to enforce masking requirements, we also ask that you be mindful of equitable enforcement. Research from community mask mandates makes clear that they have been disproportionately enforced in communities of color. Let's be mindful not to

repeat that experience here. Second, we need to remain vigilant on behalf of the Asian and Asian-American members of our community who may continue to experience harassment and even violence as the pandemic continues. Let's all be active allies and offer our support to the Asian members of our community.

Please feel free to email me about this message or any DEI-related concern you may have. I wish you an excellent start to the Fall 2021 semester!

Adrienne E. Eaton (She, Her, Hers)

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