



## CEE ACT ANNUAL REPORT 2022-2023

The CEE Antiracism and Equity Action Team (ACT) is tasked to formalize actions that educate, support and establish antiracism and equity in our CEE community and beyond (<https://cee.engr.uconn.edu/antiracism/our-team>).

The team members this past academic year:

1. Marina Astitha, Associate Professor and Associate DH, Chair
2. Maria Chrysochoou, Professor, CEE DH
3. Lexi Hain, CEE Assistant Research Professor
4. Timothy Vadas, CEE Associate Professor, ENVE Director
5. Avis Carrero, Alumni
6. Sita Nyame, ENVE Graduate student, class of 2021
7. Jennifer Hincapie, Civil Engineering, Undergraduate Student, Class of 2025

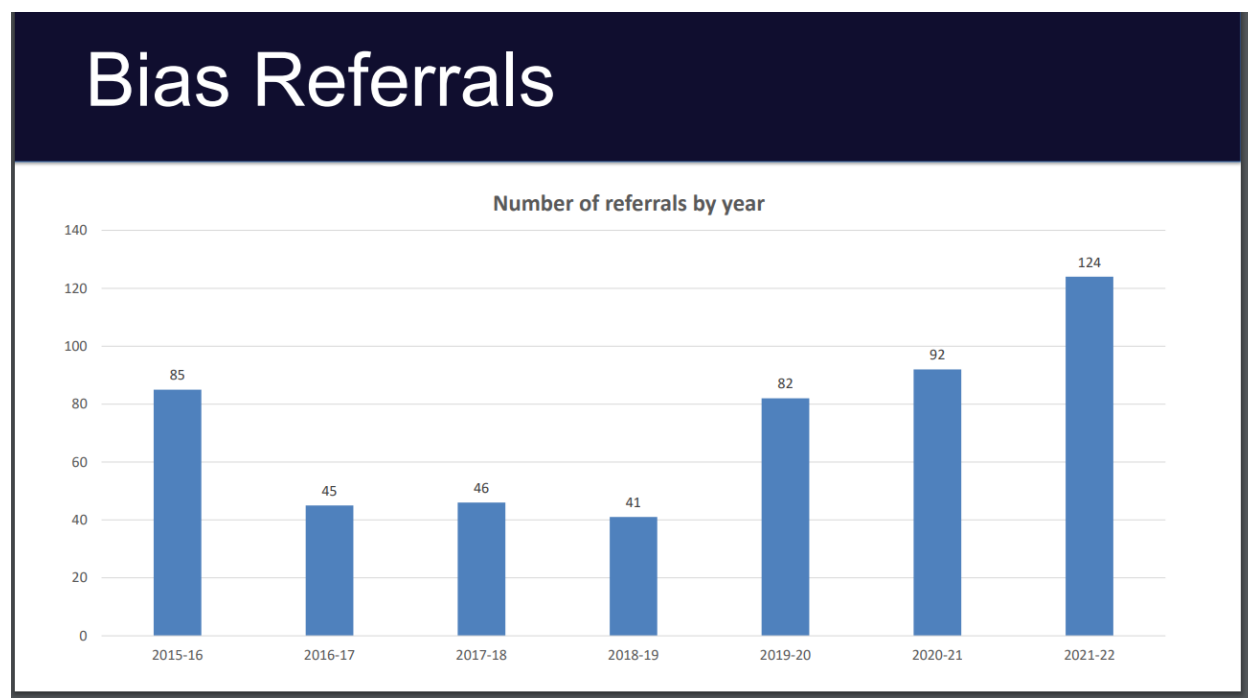
**The team's activities during AY 2022-23 are outlined below.**

1. The Department offered 0.5 Teaching Assistantship to work on DEI in the academic year. ENVE MS student Lais DaSilva worked with Dr. Vadas and Dr. Astitha to support curriculum updates and ACT activities related to DEI.
2. Most of our work this academic year was focused on the Antiracist Code of Conduct. We brought it to the CEE faculty for discussion (three CEE faculty meetings), had extensive conversations with faculty members, and revised the document multiple times. The final revision was communicated to faculty during the May CEE Retreat event and will be included in the agenda for the fall faculty meetings. The new document is titled Antiracist Honor Code.
3. We presented two slides that showcase ACT activities and the Engage button for student engagement (to be shared by CEE faculty in their class). We placed ACT flyers in the Castleman building.
4. We discussed outcomes from UConn's Bias Action Group Meeting #1 (September 20, 2022). A detailed recount of the content is provided below. The data shows that verbal remarks directed at race/ethnicity is the leading referral for bias incidents.
5. Dr. Stephany Santos was invited at the CEE faculty retreat that occurred in May of 2023. Dr. Santos gave a talk about the undergraduate student cohort racial/ethnic identities, retention and graduation rates, and how students thrive or just survive in our classroom.

## **Excerpts from the UConn Bias Action Group Meeting#1 Report**

**WHAT IS A BIAS INCIDENT?** A bias-related incident is an incident that negatively targets, intimidates, or threatens an individual or group due to race, ethnicity, ancestry, national origin, religion, gender, sexual orientation, gender identity or expression, age, physical, mental, and intellectual disabilities, as well as past/present history of mental disorders. This includes, but is not limited to, graffiti or images that harass or intimidate individuals or groups due to the above characteristics.

<https://dos.uconn.edu/wp-content/uploads/sites/2294/2022/09/Bias-Action-Group-9.20.22.pdf>



# Bias Referrals

2021-2022 Academic Year

124

Total Referrals

56

DOSO

57

ResLife

5

CS

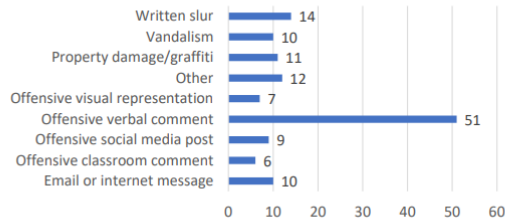
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Stamford

1

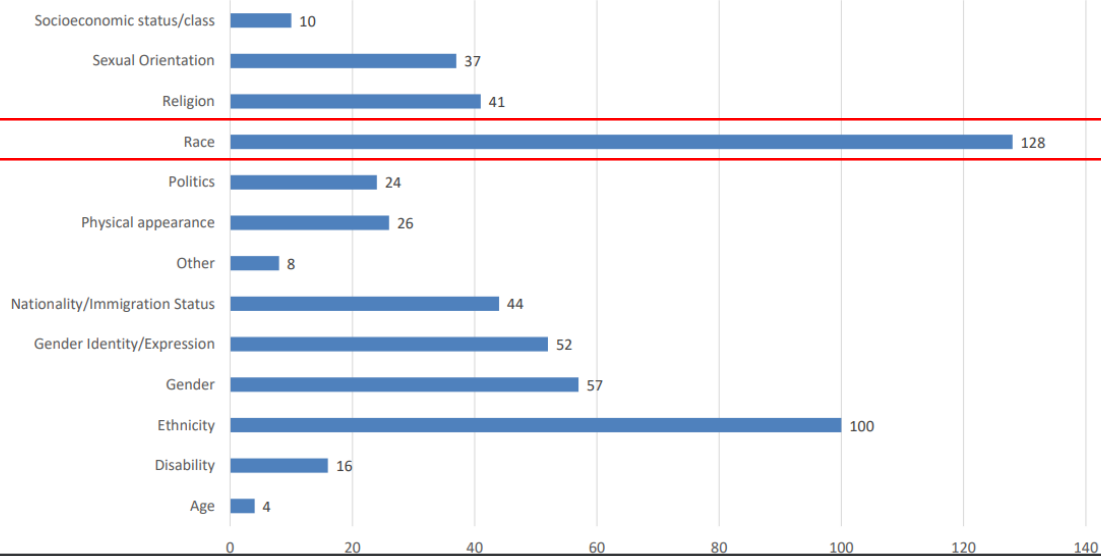
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## Bias Behaviors



*Verbal remarks directed at Race/Ethnicity continues to be the leading referral for bias incidents*

# Bias Types



### **Plans for AY 2023-24**

1. Faculty vote on the Antiracist Honor Code and implementation.
2. Develop a plan for Antiracism and Equity Training for CEE faculty.
3. Plan for curriculum changes related to DEI. The team will decide about the course of action regarding the types of curriculum changes (study/program mission/ learning objectives/ desired student experiences/ Courses/specific disciplinary content).
4. Schedule town hall meetings throughout the AY to present the team's work and solicit feedback from the CEE community.
5. Increase ACT's presence and communication with students and faculty on campus (surprise visits to classes, etc.).
6. Research other organizations making changes related to DEI.
7. DEI award for UG/G students