



Table of Contents

Introduction

Executive Summary

Envisioning Social Justice and Equity at SMU

Strategic Frameworks for Social Justice and Equity Offerings

Appendices





Establish an endowed chair in the area of social justice and equity, with the objective of hiring a professor from an underrepresented group.

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Introduction

Task Force on Social Justice and Equity engaged in their inaugural meeting to brainstorm how we envision social justice and equity at SMU. During the following meeting, conducted September 13, 2021, two definitions

Social justice and equity mean that anyone on campus should feel that they are equal to others, or has equal opportunities to realize their full potential.

2. Social justice and equity are concepts that promote awareness and acknowledgement of every person and their differences and an active pursuit to provide equitable experiences for all.

Over the next two years, we continued to discuss the essence of each term and the concepts they embody. We identified opportunities for growth in a variety of areas, including healthcare inequity, economic justice, housing insecurity, access to voting, mass incarceration, assisting SMU students in need, and improving the campus climate and safety for African American, Hispanic Asian, and LGBTQ students.

The Task Force spent the first year seeking information and feedback from the SMU community regarding how social justice and equity is taught, experienced, and researched on campus. We invited members of the SMU faculty and students to meet with us regarding their research, classes, and advocacy in the area of social justice and equity. As we progressed, we realized the breadth of work that SMU community members do. The entire two years could have been spent collecting information; however, this section of the report captures the major touchstones of social justice and equity and how these segments of the community envision the scope of this work.

Student Vision of Social Justice and Equity

The Student Outreach Committee, a sub-committee of the Task Force on Social Justice Equity, was charged with gathering feedback from current SMU students about how they envision

perceptions of social justice and equity was gathered through two methods: small group listening sessions and an electronic survey. In both the listening sessions and surveys, a fairly consistent theme related to social justice and equity to effectively engage in social justice

must first be established. To achieve this vision, students consistently called for

the Human Rights Program the Office of Diversity & Inclusion it can have a greater impact on campus. Students also indicated a desire for their



Introduction

Three sub-social justice and equity initiatives: the Student Outreach Committee, the Curriculum Committee, and the Community Outreach Committee. This section of the final report details the work of the latter two committees. _____

Appendices __ and __ provide additional detail regarding the specific undergraduate and graduate classes that have either a social justice and equity component or focus.

The Chair of the Task Force, Jessica Dixon Weaver, charged the Curriculum Committee with reviewing courses, activities, and centers at SMU to identify those curricular endeavors that delivered content related to social justice and/or equity. The committee reviewed the SMU catalog, course lists, activities, and offerings to identify these offerings. The committee also reached out to department chairs. The full findings of the committee are located in [Appendix B](#).

Curricular Offerings: Undergraduate Courses

SMU has relatively robust course offerings in the areas of social justice and equity at the undergraduate level. There is a Human Diversity requirement which is required of all students. All courses approved for Human Diversity must satisfy a specific set of requirements that, by their nature, require students to investigate issues of equity and social justice. Students have the option of completing this requirement through coursework or through approved activities. There are currently 128 courses approved to satisfy the Human Diversity requirement.

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who incorporate these questions into their research and teaching, in whatever discipline they work, would achieve this end, as would hosting workshops and seminars on incorporating these issues into the curriculum.

Activities and Internships: Undergraduate Level

As with courses, there is no centralized tracking of activities related to social justice and equity on campus. There are activities of this kind offered in departments, through Student Affairs, through the residential commons, and off-campus, but no comprehensive list is available. This section will detail some of the activities on campus that have a focus on social justice or equity, but a deliberate attempt to catalog and disseminate the full list of activities offered would benefit students.

SMU Student Affairs offers a number of regular, organized activities that engage students in work towards equity and social justice in the Dallas community. The largest of these is Engage Dallas (<https://www.smu.edu/StudentAffairs/EngageDallas>), which is a structured approach to place-based community engagement, rather than a single activity.

a detailed list of courses, with descriptions, see

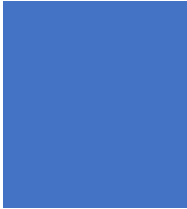
SMU Centers and Institutes

SMU has 41 centers and institutes. Some of these are university-wide and some are housed in specific colleges and schools. There are a few centers and institutes that are focused on social justice or equity, including The Budd Center in the Simmons School of Education & Human Development, the Hunt Institute for Engineering and Humanity, the Deason Criminal Justice Center, Hunter Legal Center for Victims of Crimes Against Women, and the W.W. Caruth, Jr. Child Advocacy Institute. The latter three are all housed in the Dedman School of Law. Several centers and institutes offer programming related to equity and social justice. In some cases, this programming is occasional, and in other cases, it is offered regularly. Overall, there is activity in the domain of social justice and equity, but as with curriculum and activities, it is unevenly distributed, and there is no central, coherent organization and no one place to go for information about such programming.

Strategic Frameworks for SMU Social Justice and Equity Offerings

Introduction

We Are All Homeless Meadows & Perkins Joint Initiative





SMU TASK FORCE ON SOCIAL JUSTICE AND EQUITY – FINAL REPORT

	<p>Recruit 3 Tenured and Tenure-Track Faculty (1 Full Prof., 1 Associate Prof., 1 Assistant Prof.)</p>	<p>Recruit Research Manager + Research Assistant Recruit 2 Tenure Eligible Faculty (2 Assistant Professors) Recruit 2 Post-Docs 2 Graduate Research Assistants</p>	<p>Recruit 4 Post-Docs 3 Graduate Research Assistants</p>	<p>Hire Executive Director Recruit 4 Post-Docs 7 Graduate Research Assistants</p>
	<p>Strategy Planning Advisory Council (st) 88.58</p>			

