

*This message is sent on behalf of Jeremy Haefner, Provost and Senior Vice President for Academic Affairs*

Colleagues,

Everyone has some form of unconscious bias (UB) and the effects of UB have been well documented in the research literature. Without mitigation, UB impacts faculty, staff and student interactions in ways that undermine RIT's commitment to an inclusive excellence culture.

While we need to provide UB training to faculty to improve hiring, advancement, award selection, and evaluation decisions, the impacts of UB do not stop with faculty-to-faculty interactions. Students and staff also experience the impacts of UB and the effects can be multiplied with interactions between these groups, especially in situations where a power differential exists; e.g., faculty/staff and faculty/student relationships. As a result, I write to announce the formation of an Academic Affairs Unconscious Bias Training Curriculum Task Force, the purpose of which is to draft a framework and a curriculum for Unconscious Bias Training across Academic Affairs. Specifically, the taskforce will:

- Review the literature and research regarding UB – the AdvanceRIT team has done much of this work.
- Develop a “curriculum map” that outlines the types of UB training needed and specifies the training's target audience;
- Develop an evaluation methodology to assess the effectiveness of the training;
- Identify an administrative home from an existing unit on campus that will oversee UB training at RIT and ensure that appropriate personnel deliver the curriculum; and
- Identify resources (personnel and financial) that will be needed to develop, assess, and sustain our UB training effort.

The full charge can be found [on my website](#).

I am pleased that Dr. David Schwartz, Kim Shearer, and Dr. LaVerne McQuiller Williams have agreed to co-chair the taskforce. The taskforce will initially be made up of faculty and staff from across Academic Affairs. Other members include Margaret Bailey, Laura Tubbs, Anne Canale, Lee Twyman, Renee Baker, Michael D'Arcangelo, Hamad Ghazle, Kathryn Schmitz, Elena Sommers, Rebecca Johnson, and Joeann Humbert.

If you have any questions, please do not hesitate to contact me.

Sincerely,

Jeremy Haefner  
Provost and Senior Vice President for Academic Affairs

*For more information on this and other topics, please visit <http://www.rit.edu/provost/>*