

New Diversity, Equity, and Inclusion Committee Reflects Fogelman's Strategy

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Dr. Damon M. Fleming, dean of the Fogelman College of Business and Economics, University of Memphis, announced the newly created Diversity, Equity, and Inclusion (DEI) Committee to provide recommendations for college practices for the recruitment, retention, and promotion of underrepresented faculty, staff, and students as well as reviewing, modifying, and developing curricula to enhance diversity and inclusion.

This new standing faculty governance committee is part of Fogelman's [strategic objectives](#) to "empower all stakeholders to bring their authentic selves to acquire, create, and share knowledge."

"Diversity, equity, and inclusion is embedded in our core values, and we must courageously live out our values every day to make positive, sustainable changes to our University and community," said Dean Fleming. "The DEI Committee is charged with assessing and promoting our efforts to accomplish our strategic objectives to accelerate equity for all our stakeholders."

The Fogelman DEI Committee is comprised of faculty from each of the six academic departments and the associate dean for Faculty and Administration. Students and other University stakeholders will be engaged throughout the work of the committee.

Dr. Enrica Ruggs, assistant professor in the Department of Management and director of the Center for Workplace Diversity and Inclusion (CWDI) commented, "This is a great opportunity for the Center and the new DEI committee to work as one serving the needs in the College for diversity and inclusion when hiring faculty and staff, and teaching and interacting with students—all in support of the [CWDI mission](#)".

Additionally, the Fogelman DEI committee will be acting in step from the [social justice initiative](#) announcement from the University in late summer 2020. "The [Eradicating Systemic Racism and Promoting Social Justice Initiative](#) requires faculty, staff, students, alumni and community leaders committed to inclusive excellence, and the DEI committee in the Fogelman College of Business and Economics is critical to demonstrating this commitment at all major

levels of University programming,” said Karen Weddle-West, vice president of student academic success/director of diversity initiatives.

Faculty, staff, and students interested in getting involved in the planning and actions of the Fogelman DEI Committee initiatives should reach out to any of the current academic departments.