

**Diversity Action Council
Summary of Faculty Focus Group Report**

Report title:	Diversity Action Council Faculty Focus Groups on Diversity & Inclusiveness, May 2005
Purpose:	The purpose of this report is to document faculty experiences of diversity in their departments and classrooms, and their overall perceptions of the campus climate with regards to diversity and inclusion. These data were also compared to similar impressions collected from student surveys, in order to provide a fuller picture of the state of diversity at Georgetown.
Basis of data:	Data was gathered during four focus group sessions with 23 Main Campus faculty participants total. Faculty members represented all ranks of ordinary faculty from all four academic schools. Focus groups were facilitated and recorded by faculty and staff members of the DAC Assessment Committee. A complete description of the selection process, as well as the focus group protocol, is included in the report.
Highlights and summary:	<p>Focus group protocol asked faculty to list three words that describe Georgetown vis-à-vis diversity, and notes the following trends:</p> <ul style="list-style-type: none"> • Faculty impressions of diversity-related issues are organized into three main categories: faculty concerns, student issues (from the faculty member’s perspective), and general campus climate issues • Faculty impressions of the campus climate are organized into nine main themes in the following categories: inputs (descriptive characteristics), actions (efforts to shape climate), and perceived result (characterizations of climate) <p>Follow up to this question yielded discussion on some general themes:</p> <ul style="list-style-type: none"> • Faculty see Georgetown as exclusive, not inclusive • Some see change, but more positive, proactive steps could be taken • Diversity topics tend to be avoided in the classroom <p>Faculty were also asked to discuss the inclusion of a diversity-related question on course evaluation, which elicited mixed reactions and a general sense that it would be difficult to reach faculty consensus on this issue.</p> <p>The report concludes with a general statement summarizing faculty attitudes towards “the state of diversity” at Georgetown and a summary of proposed next steps or recommendations.</p>
Recommendations:	<p>Recommendations included in this report build upon recommendations in other DAC reports, as well as the most recent Middle States Commission on Higher Education evaluation. In addition, the report advocates for:</p> <ul style="list-style-type: none"> • Additional opportunities for faculty to participate in facilitated discussions of diversity issues and concerns • Exploring policies governing exit interviews for all faculty • The development of a Campus Climate Progress Report to benchmark current status and future progress toward recruitment and retention of a diverse faculty and student body.
Website for complete report:	TBA