

EXHIBIT G1

Diversity Statements:

A diversity statement requires applicants to provide a statement of the person's:

- (i) race, color, ethnicity, or national origin, except to record any necessary demographic information;
- (ii) views on, experience with, or past or planned contributions to efforts involving diversity, equity, and inclusion, marginalized groups, antiracism, social justice, intersectionality, or related concepts; or
- (iii) views on or experience with race, color, ethnicity, national origin, or other immutable characteristics.

Examples include:

- “Statement describing candidate’s approach to and experience with diversity, equity, and inclusion in higher education.”
- “Statement concerning experience with and plans for contributing to diversity, equity, and inclusion.”
- “Articulating the applicant’s demonstrated commitments and capacities to contribute to diversity, equity, and inclusion through research, teaching, mentoring, and/or outreach and engagement.”
- “Statement should focus on how the applicant has or plans to foster inclusiveness, contribute to an equitable scholarly community, and help students from diverse backgrounds succeed.”

Questions a diversity statement may have asked include the following:

- What does diversity/inclusion mean to you?
- How has diversity been important to your professional roles and responsibilities?
- How have you promoted inclusion and diversity in your classes, teaching, service, and/or mentorship?
- How is diversity important to your research?
- How would you contribute to our mission of fostering a climate that advances diversity, inclusivity, respect, and social justice?

Based on the definition and examples provided, provide every job listing from the last five years that required a DEI statement. If there are no changes to the responses previously submitted, please respond with no changes. If it’s easier to send the listings in a different format, please email to rayj@blr.arkansas.gov, and enter “will email” below.

No Changes

Personnel:

"Diversity, equity, and inclusion personnel" means personnel whose duties may include:

- (1) influencing hiring or employment practices at the institution with respect to race, sex, color, or ethnicity, other than through the use of color-blind and sex-neutral hiring processes in accordance with any applicable state and federal antidiscrimination laws;
- (2) promoting differential treatment of or providing special benefits to individuals on the basis of race, color, or ethnicity;
- (3) promoting policies or procedures designed or implemented in reference to race, color, or ethnicity, other than policies or procedures approved in writing by the institution's general counsel and the office of the attorney general for the sole purpose of ensuring compliance with any applicable court order or state or federal law; or
- (4) conducting trainings, programs, or activities designed or implemented in reference to race, color, ethnicity, gender identity, or sexual orientation, other than trainings, programs, or activities developed by an attorney and approved in writing by the institution's general counsel and the office of the attorney general for the sole purpose of ensuring compliance with any applicable court order or state or federal law.

Based on the definition and examples provided, please respond to the following:

1. Does the institution have a DEI dean? **NO**
2. Identify all personnel lines that work primarily on DEI issues and include their salary. If there are no changes to the responses previously submitted, please respond with no changes.

Project/Program Specialist/ \$64,715 - In the process of transitioning to different duties

Assistant Dean/ \$84,362 - In the process of transitioning to different duties

Project/Program Specialist/\$83,430- In the process of transitioning to different duties

Student Development Specialist/ \$50,553

Project/Program Director/ \$ 92,262

Assistant Director/ Academic Counselor/\$51, 500

Instructor- 9 Month/ \$61,800

3. If you remove your DEI personnel, will you lose any federal funds? a. If yes, please specify the funds you will lose and the language requiring the employment of DEI personnel.

{HAD TO ANSWER YES ON THE SURVEY TO BE ABLE TO EXPLAIN. PLEASE SEE BELOW}

LAW SCHOOL- No, however this person helps oversee the requirements of Standard 303 (c) which would nevertheless need to be implemented to comply with the Standard.

Standard 303. CURRICULUM

(c) A law school shall provide education to law students on bias, cross-cultural competency, and racism:

- (1) at the start of the program of legal education, and**
- (2) at least once again before graduation**

4. If you remove DEI personnel lines, will you lose accreditation under current rules or your next accreditation cycle? a. If yes, please specify the accreditor, the language requiring the employment of DEI personnel to maintain accreditation, and the program at jeopardy.

NO

Policies:

“DEI” policies mean policy that endorses an ideology that promotes the differential treatment of an individual or group of individuals based on race, color, or ethnicity.

Based on the definition provided, please respond to the following:

5. If you eliminate DEI policies, will you lose any federal funds? a. If yes, please specify the funds you will lose and the language requiring DEI policies to access the funds.

NO

6. If you eliminate DEI policies, will you lose accreditation under current rules or your next accreditation cycle? a. If yes, please specify the accreditor, the language requiring DEI policies, and the program at jeopardy.

{HAD TO ANSWER YES ON THE SURVEY TO BE ABLE TO EXPLAIN. PLEASE SEE BELOW}

Possibly. Walton College of Business believes there will be some related issues in the next accreditation review that will need to be addressed with the Association to Advance Collegiate Schools of Business (AACSB) accreditation team. (1) The standards state that the “school is expected to demonstrate a commitment to advancing diversity and inclusion issues in the context of the cultural landscape in which it operates.” (2) According to Standard 1, “the school’s strategic plan clearly identifies the strategies, including the allocation of human and financial capital, through which it will make a positive impact on society, the practice of business, the diversity of people and ideas, and the success of graduates” and “how the mission positively impacts society, business education, the diversity of people and ideas, and the success of graduates.” (3) Standard 2 recommends documenting how evaluation systems for faculty support diversity and inclusion.

7. Are accreditors requiring, in this accreditation cycle or the next, the implementation of DEI policies? a. If yes, please specify the accreditor, provide the language requiring this, and the programs, departments, or colleges, impacted.

{HAD TO ANSWER YES ON THE SURVEY TO BE ABLE TO EXPLAIN. PLEASE SEE BELOW}

As mentioned in the above response from Walton College of Business, here are the issues that we believe will need to be addressed in the AACSB accreditation review. (1) The standards state that the “school is expected to demonstrate a commitment to advancing diversity and inclusion issues in the context of the cultural landscape in which it operates.” (2) According to Standard 1, “the school’s strategic plan clearly identifies the strategies, including the allocation of human and financial capital, through which it will make a positive impact on society, the practice of business, the diversity of people and ideas, and the success of graduates” and “how the mission positively impacts society, business education, the diversity of people and ideas, and the success of graduates.” (3) Standard 2 recommends documenting how evaluation systems for faculty support diversity and inclusion.