

TITLE: Diversity Equity and Inclusion Council

AUTHOR: President

APPROVAL DATE: December 4, 2020

EFFECTIVE DATE: December 16, 2020

PURPOSE: To establish and delineate the functions of the Diversity Equity and Inclusion Council and to promote equity, diversity and inclusion through increased awareness and facilitation of intercultural competence.

REVIEWER AND REVIEW DATE: University Chief Diversity Officer
Every Three Years beginning 2023

OPERATING DETAILS:

1. The Diversity Equity and Inclusion Council strives to promote diversity and inclusion on campus through increasing self-awareness and facilitating intercultural competence.
2. The Council is composed of the University Chief Diversity Officer (chair) and representatives from the following colleges, departments and offices: Admissions, Alumni and Development, Athletics and Campus Recreation, College of Arts, Sciences, School of Education, College of Business and Professional Studies, College of Nursing and Health Sciences, Council of Chairs, Faculty Senate, Finance and Administration, Human Resources, Information Technology Services and Institutional Research, Library, Staff Council, Student Affairs, Student Government Association, a student to represent student organizations as nominated by Student Affairs, Student Success Center, and University Police Department.
3. Individual sub-committees will be formed to address key issues and lead key initiatives concerning the following stakeholders: community, faculty, staff, and students. These sub-committees will be chaired by members of the Council and may consist of members of the Council or individuals approved by the Council.
4. The individual council member will be appointed by the President, with input and deference given to the Cabinet member of the particular area represented. An individual may be asked to serve successive terms.
5. Nominations will be accepted annually for one at-large member. At-large members will be selected by the Council and will serve two-year terms.
6. The council members representing Faculty Senate, Staff Council and SGA will serve a one-year term. The remaining council members will serve a three-year term, except for the initial council members' terms who represent these offices will serve as follows:

| Term Ending May 2021 (one year term) | Term Ending May 2022 (two year term) |
|--|---|
| Alumni and Development | Library |
| Admissions | College of Nursing/Health Sciences |
| Athletics | College of Arts and Sciences |
| College of Business and Professional Studies | School of Education |
| Student Success Center | Council of Chairs |
| Information Technology Services and Institutional Research | University Police Department |

7. The Council advises and makes proposals, as appropriate, to the University President on matters/issues/initiatives that will enhance student and employee equality and that promotes diversity and inclusion on campus.
8. The Council will select the Diversity Educator of the Year award recipient and the Impact Award for campus each year.
9. The Council serves as an informal channel through which employees and students may ask questions or express concerns related to diversity, equal opportunity and/or affirmative action and work with other campus organizations to sponsor informational and educational programs which will advance the university's commitment to diversity and inclusion.
10. The Council shall monitor the effects of all existing and proposed policies, procedures, practices and programs relating to or affecting diversity and inclusion and make recommendations to the sponsoring entities of such for improvement.
11. The Council will meet at least once each month. More frequent meetings may be called by the University Chief Diversity Officer co-diversity officers as needed.