

As the largest college in the university, the College of Arts & Sciences is committed to being a leader in engaging students, faculty and staff, as well as the broader community on the importance of diversity and inclusivity.

The College Diversity and Inclusivity Committee shall serve as an advisory group to the Dean on matters related to inclusivity and diversity, and as a channel of communication from the faculty, staff, and students to the Dean.

Diversity refers to the diverse ways humanity is experienced in accordance with individuals' race, ethnicity, gender, sexual orientation, socio-economic status, age, language, culture, religion, physical and mental abilities, age, citizenship status, immigration status, and/or political perspectives, among other differences.

Inclusivity refers to promoting and ensuring individual and scholarly recognition, involvement, and belonging for all members of the College and university community.

Specifically, the Diversity and Inclusivity Committee shall serve as advisor to the Dean by:

1. Identifying and bringing important issues related to diversity and inclusion to the Dean, for both short-term and long-range strategic planning for the College.
2. Providing consultation on current and new initiatives including strategic plans, climate surveys, campus and college-wide discussions, cross-cultural awareness, bias awareness and reduction, and learning opportunities for students, staff, and faculty.
3. Advising on the best approaches to attract and retain a diverse faculty and student body.
4. Identifying ways to increase the diversity and inclusivity of the College's faculty, staff and students.
5. Strategizing on how to cultivate departmental climates across the College that are welcoming to all and promote diversity, equity, and inclusion of all students, faculty, and staff. This could include through surveys, discussions, or other methods.
6. Identifying opportunities for the College community to strengthen institutional capacity on diversity and inclusion practices.

Decision/Action functions

1. Provide leadership on current and new initiatives including climate surveys, college-wide discussions, cross-cultural awareness, bias awareness and reduction, and learning opportunities for students, staff, and faculty.
2. Administer the annual College Diversity Awards.
3. Administer the Inclusion Fellows Awards.
4. Facilitate opportunities for the College community to strengthen institutional capacity on diversity and inclusion practices.
5. Be diversity advocates in their respective units by promoting awareness of policies and available support (workshops, lectures, and seminars) on topics relating to diversity and inclusivity.